



Defense Acquisition Workforce Key Information

Production, Quality and Manufacturing
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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Highlights



Defense Acquisition Workforce Size Highlights

- The current Production, Quality and Man Defense Acquisition Workforce count is 9,860, up from 9,138 in FY08, a total increase of 722
- The Production, Quality and Man Defense Acquisition Workforce count was at its highest point (9,860) in FY16Q1, and its lowest point (8,364) in FY07
- The Agencies with the largest increases, since FY08, are NAVY, DCMA, and MDA, with increases of 845 (42%), 437 (11%), and 20 (54%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, OSD, and DCAA with decreases of 553 (-28%), 11 (-84%), and 3 (-100%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 75.7%; up from 63.1% in FY08
- The current Production, Quality and Manufacturing Meets/Exceeds certification rate is up 12.6% from FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA 24 month grace period rate is 21.1%; down from 26.5% in FY08
- The current Production, Quality and Manufacturing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 3.1%; down from 10.4% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 59.6% (5,447) (10 years or less to retirement eligibility or retirement eligible)
- 20.7% (1,892) are currently eligible to retire, ↓ from 28.8% in FY08
- Mid Career Group 26% (2,380) (11 to 20 years to retirement), 19.2% in FY08
- Future Career Group 14.4% (1,317) (21 to 25+ years to retirement), ↑ from 9.5% in FY08



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Production, Quality and Manufacturing	FY 2008				FY2016Q1			
	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce	PQM Civilian (Civ)	PQM Military (Mil)	Total PQM (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	8,445	693	9,138	125,879	9,158	702	9,860	156,457
Change in size from 2008	-	-	-	-	8%	1%	8%	24%
Civilian/Military Composition	92%	8%	-	88% / 12%	93%	7%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	40%	83%	43%	77%	43%	83%	46%	84%
Graduate Degree	9%	38%	12%	29%	14%	67%	18%	39%
Certification								
Level I or Higher Achieved	76%	56%	74%	72%	85%	63%	83%	85%
Level II or Higher Achieved	68%	42%	66%	61%	76%	45%	74%	74%
Level III Achieved	13%	23%	14%	36%	21%	28%	22%	43%
Position Certification Requirement Met or Exceeded	65%	43%	63%	58%	78%	51%	76%	76%
Within 24 Months of Certification Requirement	24%	53%	26%	27%	19%	45%	21%	21%
Does Not Meet Certification Requirement	11%	4%	10%	14%	3%	5%	3%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	82%	26%	78%	62%	53%	7%	50%	40%
Average Age	51.0	39.9	50.2	45.7	49.5	39.2	48.7	45.3
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	9/19/71(%)	-	-	20/23/57 (%)(Civ)	14/26/60(%)	-	-	26/24/50(%)
Average Years of Service	21.0	16.2	20.7	17.3	16.8	17.6	16.8	15.2
Retirement Eligible*	2,395(29%)	-	-	19,051(17%) (Civ)	1,892(21%)	-	-	23,072(16%)
Retirement Eligible w/in 5 Years*	1,976(24%)	-	-	21,315(19%) (Civ)	1,818(20%)	-	-	26,095(18%)
Total Gains/Losses*	2,322/1,578	-	-	14,245/15,030 (Civ)	1,273/1,016	-	-	17,638/10,727

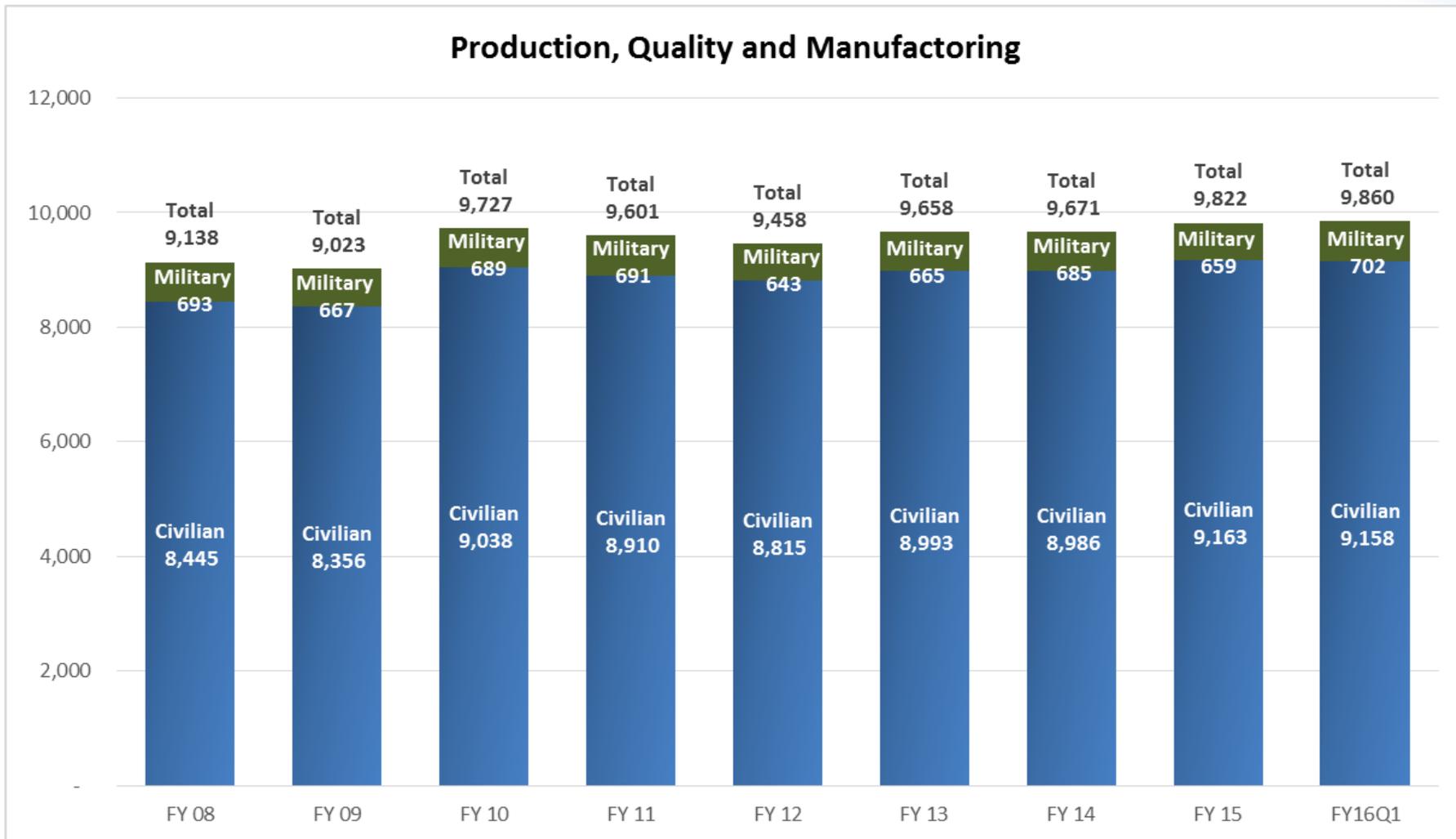
Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q1 data and was generated by OUSD(AT&L)/Human Capital Initiatives using the AT&L Workforce Data Mart.

*Analysis support from RAND using FY2008 and FY2016Q1 DMDC data.



PQM Total Workforce

Production, Quality and Manufacturing

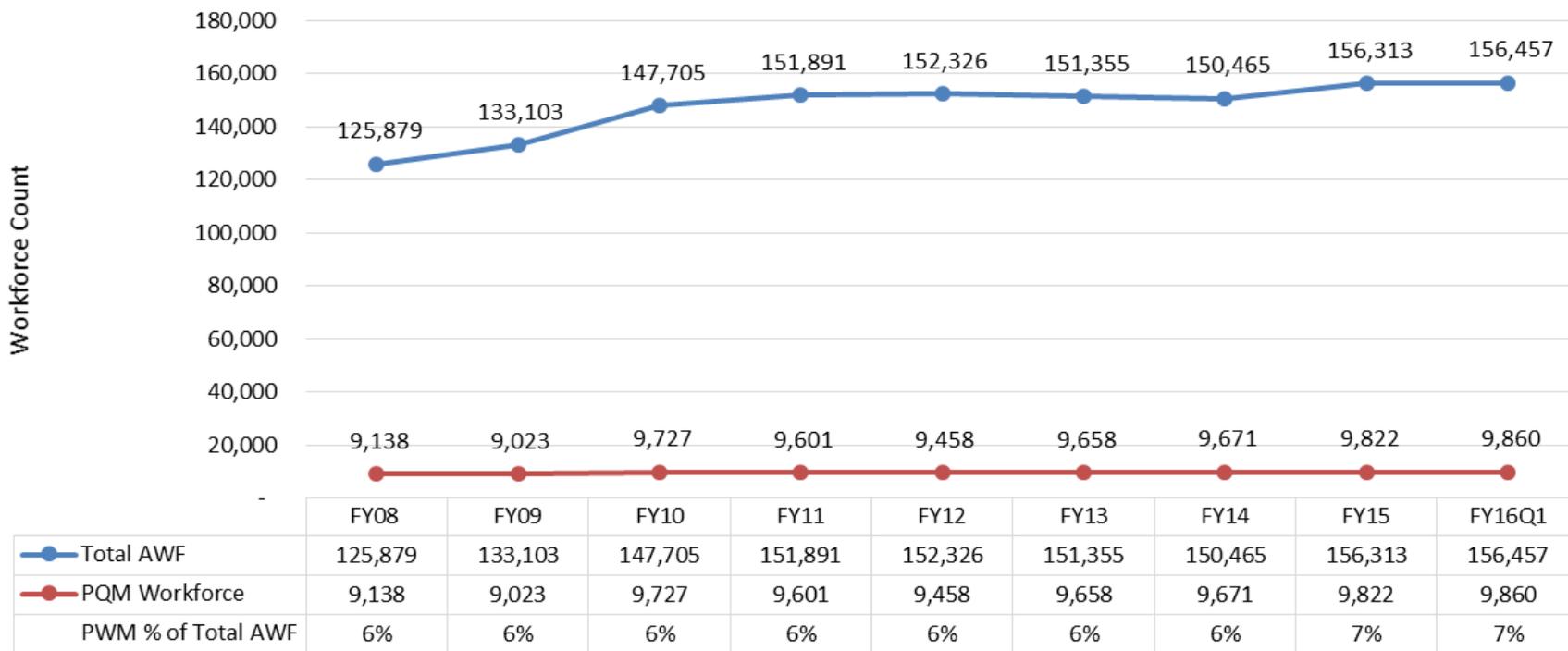




PQM Total Workforce

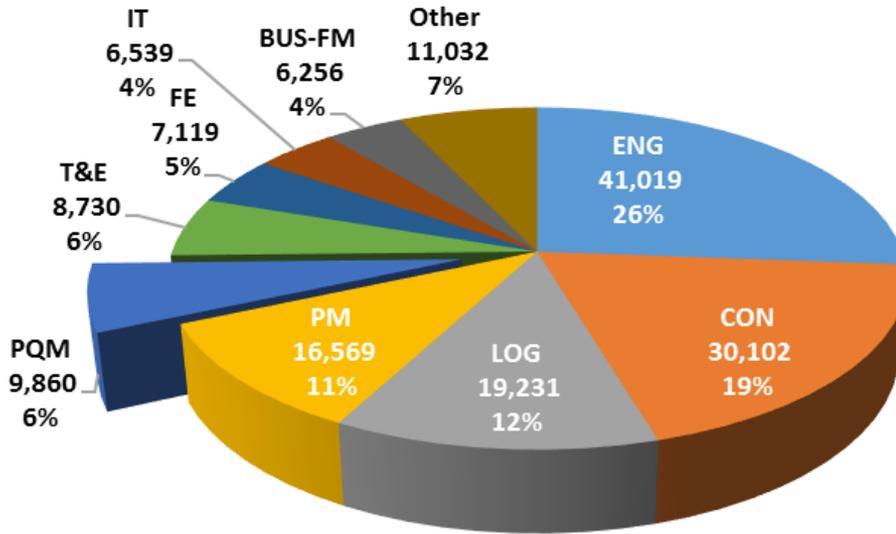


AWF - Historical Workforce Size FY08 - FY16Q1





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%		



PQM Workforce Historical Size by Agency FY05 – FY16Q1



Production, Quality and Man	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08
<i>Defense Acq Workforce</i>													
ARMY	2,287	2,193	2,083	1,952	1,930	2,081	2,004	1,777	1,608	1,432	1,393	1,399	-28%
DoN	2,032	2,000	1,960	2,005	2,064	2,181	2,353	2,379	2,468	2,675	2,810	2,850	42%
AIR FORCE	407	334	326	383	389	404	406	405	326	330	331	378	-1%
DCMA	4,125	3,822	3,548	3,858	3,975	4,259	3,948	4,026	4,371	4,352	4,353	4,295	11%
DLA	534	590	438	865	652	769	852	823	827	815	868	868	0%
DCAA	-	-	-	3	-	-	-	-	-	-	-	-	-100%
MDA	6	5	8	37	6	23	31	41	47	54	54	57	54%
DISA	-	1	-	-	-	-	-	-	-	-	-	-	
DHA	-	-	-	2	1	2	1	1	2	3	2	2	0%
DTRA	-	-	-	-	-	-	-	-	-	-	-	-	
DAU	4	5	-	5	5	5	5	5	7	9	9	9	80%
OSD	1	-	-	13	1	3	1	1	2	1	2	2	-85%
JCS	-	-	-	-	-	-	-	-	-	-	-	-	
DeCA	1	-	-	-	-	-	-	-	-	-	-	-	
WHS	-	-	1	-	-	-	-	-	-	-	-	-	
DFAS	-	16	-	-	-	-	-	-	-	-	-	-	
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-	
DMEA	-	-	-	-	-	-	-	-	-	-	-	-	
DoD HRA	-	-	-	1	-	-	-	-	-	-	-	-	-100%
TRMC	-	-	-	2	-	-	-	-	-	-	-	-	-100%
DSCA	-	-	-	-	-	-	-	-	-	-	-	-	
DMA	-	-	-	-	-	-	-	-	-	-	-	-	
DSS	-	-	-	-	-	-	-	-	-	-	-	-	
DTIC	-	-	-	-	-	-	-	-	-	-	-	-	
DARPA	-	-	-	1	-	-	-	-	-	-	-	-	-100%
NDU	-	-	-	2	-	-	-	-	-	-	-	-	-100%
IG	-	-	-	4	-	-	-	-	-	-	-	-	-100%
ASD	-	-	-	-	-	-	-	-	-	-	-	-	
PFPA	-	-	-	-	-	-	-	-	-	-	-	-	
4th Estate Other	-	-	-	5	-	-	-	-	-	-	-	-	
TOTAL	9,397	8,966	8,364	9,138	9,023	9,727	9,601	9,458	9,658	9,671	9,822	9,860	7.9%





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

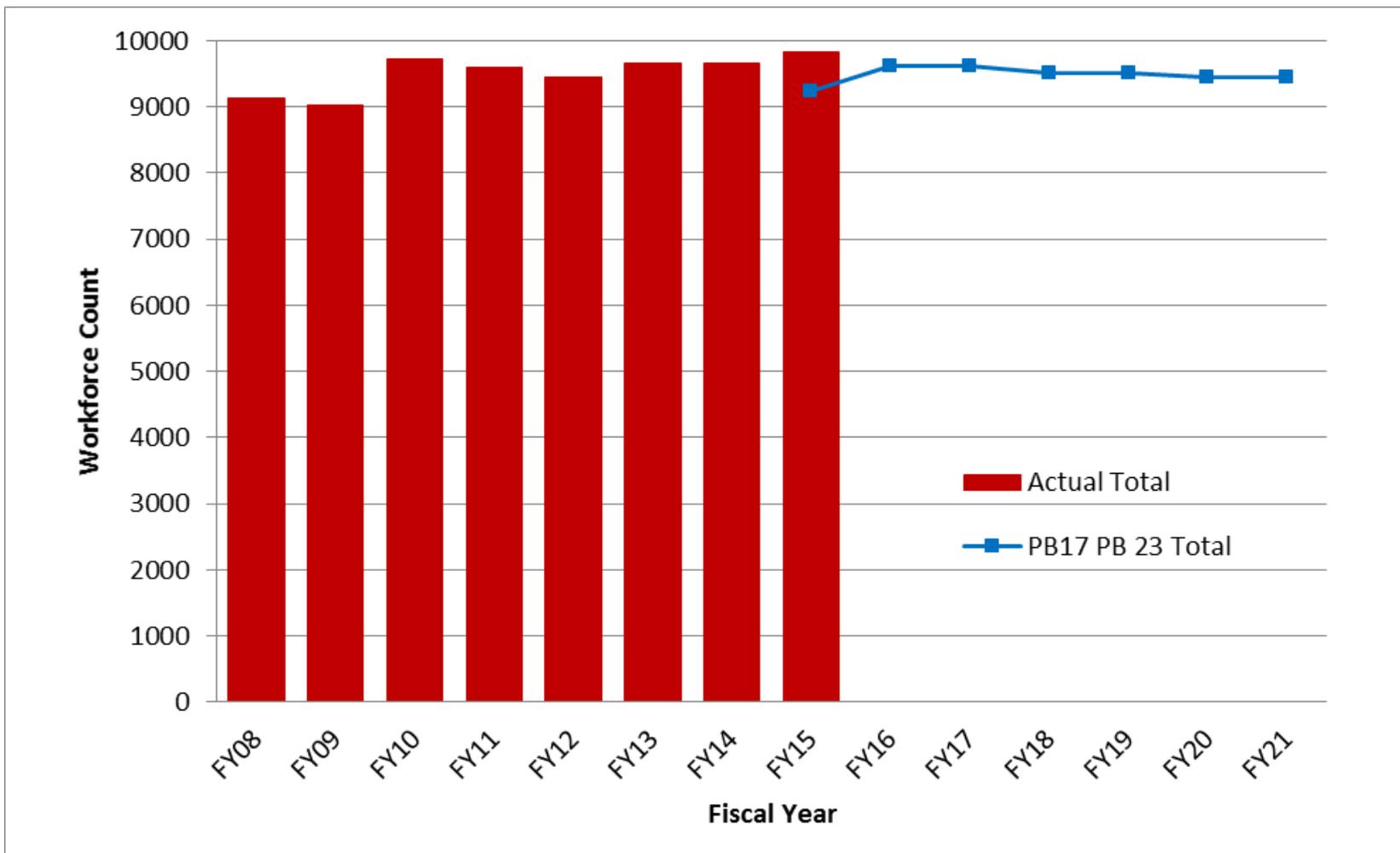


PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection By Component (Civilian + Military)									
PQM Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
ARMY	Civilian FTE	1,394	1,352	1,261	1,187	1,187	1,187	1,187	(207)	-14.8%
DAU	Civilian FTE	8	7	7	7	7	7	7	(1)	-12.5%
DCMA	Civilian FTE	3,852	4,212	4,347	4,334	4,337	4,296	4,296	444	11.5%
DHA	Civilian FTE	2	2	2	2	2	2	2	0	0.0%
DLA	Civilian FTE	879	898	870	862	853	845	837	(42)	-4.8%
MDA	Civilian FTE	67	61	57	55	55	56	56	(11)	-16.4%
NAVY	Civilian FTE	2,161	2,179	2,182	2,177	2,173	2,173	2,173	12	0.6%
SOCOM	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
USAF	Civilian FTE	267	239	230	222	219	214	213	(54)	-20.2%
USMC	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
NAVY	Military ES	496	491	489	491	491	491	491	(5)	-1.0%
USAF	Military ES	64	150	150	150	150	150	150	86	134.4%
USMC	Military ES	35	31	31	31	31	31	31	(4)	-11.4%
	Civilian FTE Total	8,632	8,952	8,958	8,848	8,835	8,782	8,773	141	1.6%
	Military ES Total	595	672	670	672	672	672	672	77	12.9%
	PQM Total	9,227	9,624	9,628	9,520	9,507	9,454	9,445	218	2.4%

Data Source: OSD CAPE SNAP Database;



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

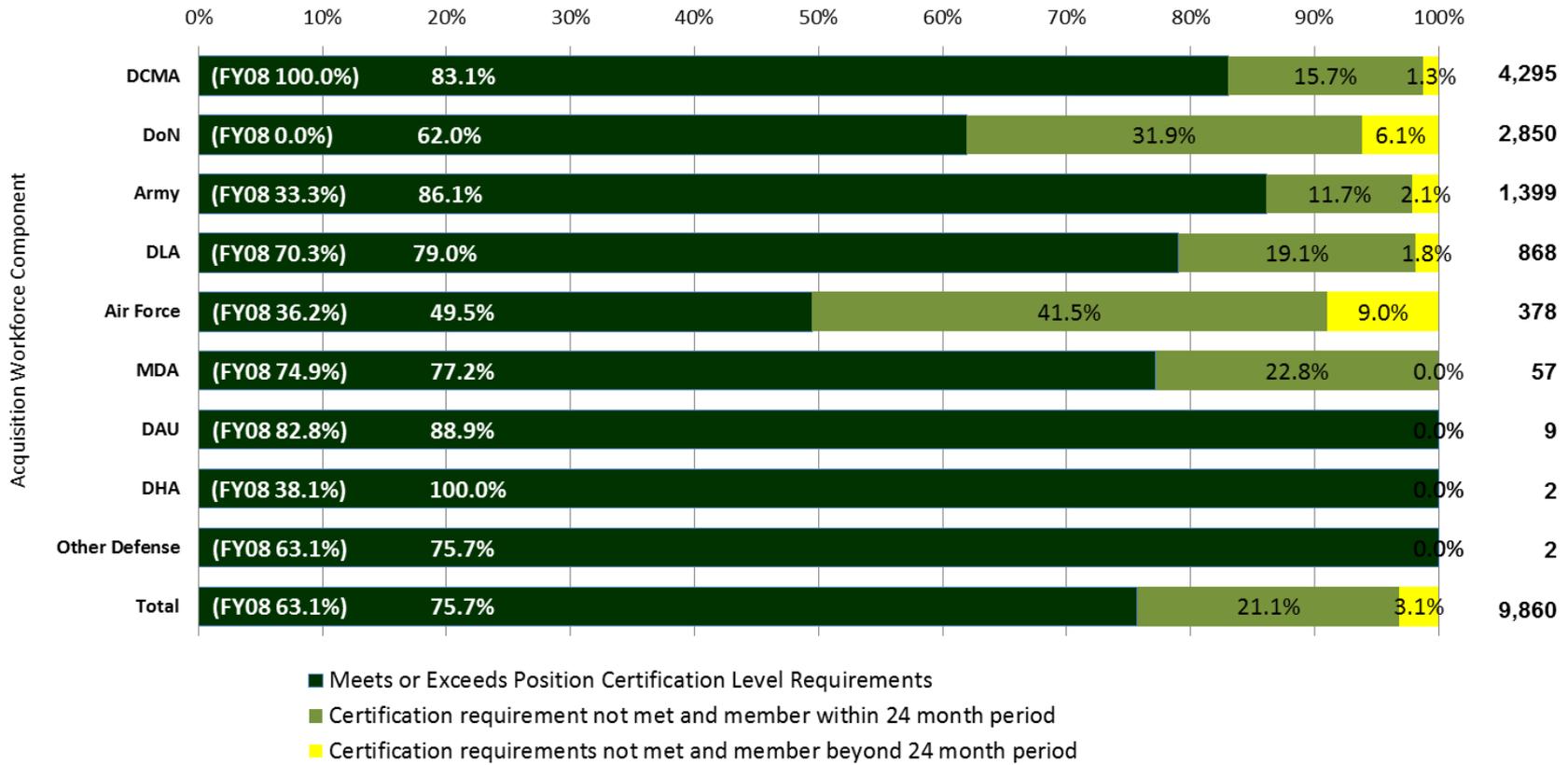




PQM DAWIA Certification by Component



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

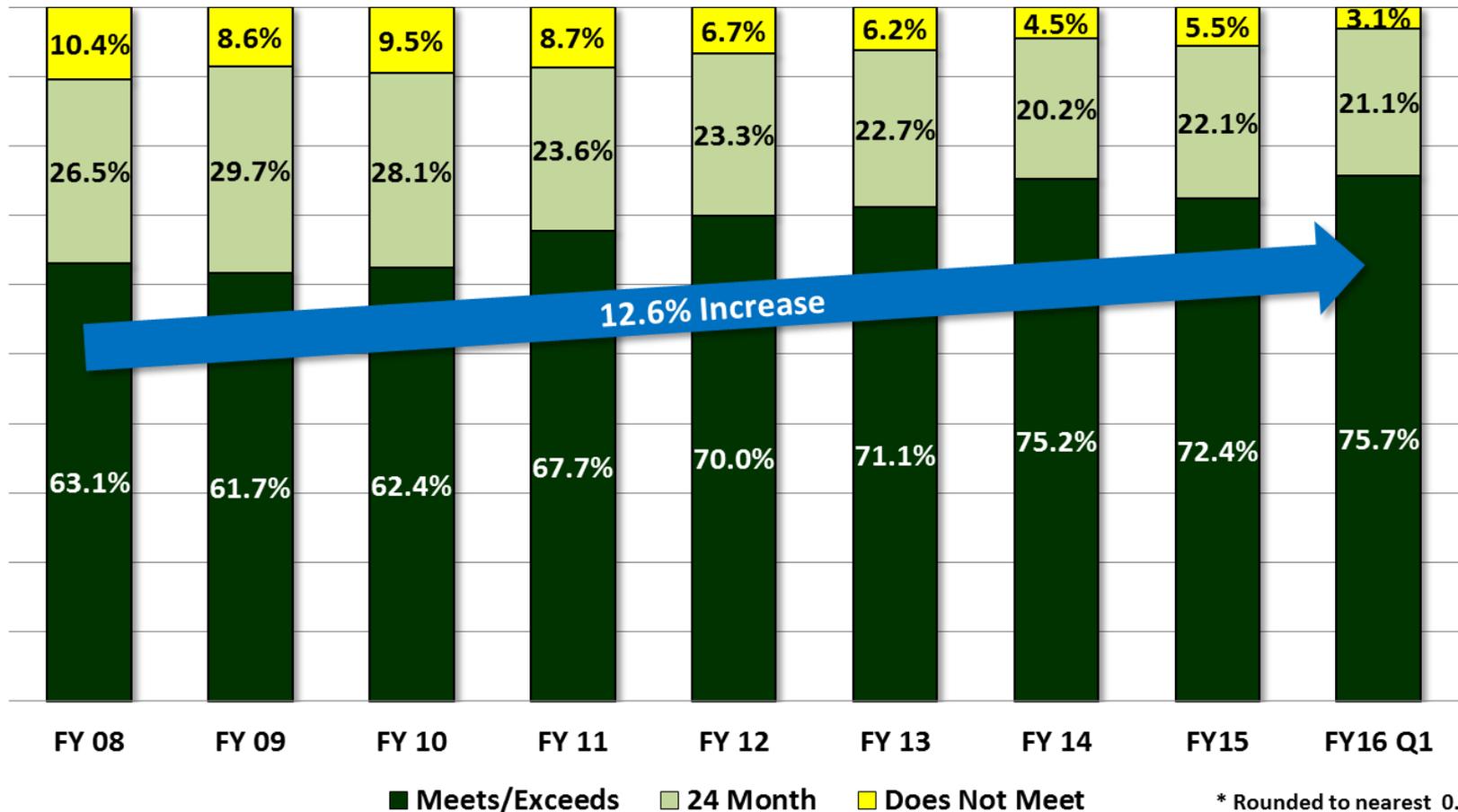




PQM Historical DAWIA Certification FY08 – FY16Q1



Production, Quality and Manufacturing





PQM DAWIA Certification Matrix + Bench Strength



PQM	Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
	Required Certification Level	No Level Achieved	Level I	Level II		
Level I	428	376	171	11	986	56.6%
Level II	1,062	491	4,765	492	6,810	77.2%
Level III	174	44	193	1,651	2,062	80.1%
Unspecified	-	-	1	1	2	
FY16Q1 TOTAL	1,664	911	5,130	2,155	9,860	75.7%
	16.9%	9.2%	52.0%	21.9%		

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%	
PQM	674	6.8%	12 of 13

** Based on population total without unspecified positions

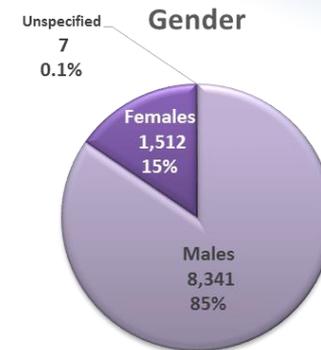
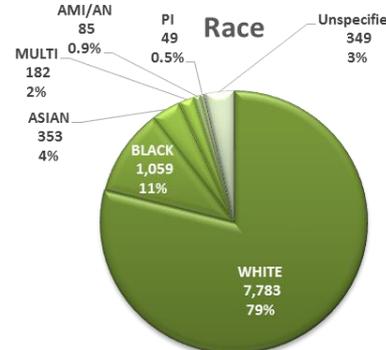
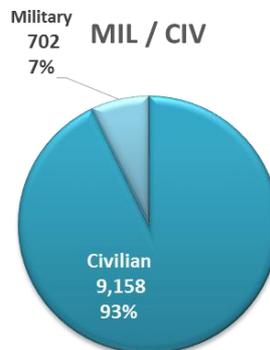
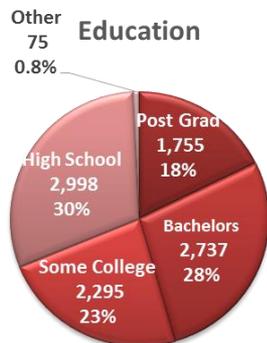
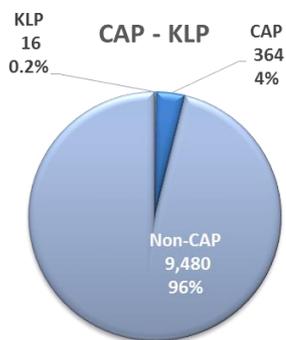
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	558	417	11	986	10.0%
Level II	5,257	1,348	205	6,810	69.1%
Level III	1,651	318	93	2,062	20.9%
Unspecified	1	1	-	2	0.0%
PQM TOTAL	7,467	2,084	309	9,860	
	75.7%	21.1%	3.1%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



PQM Demographics



Occupied Position Type	PQM TOTAL	Entire DAW
Key Leadership Positions (KLPs)	16 0.2%	1,045 0.7%
Critical Acquisition Positions (CAPs) *	364 3.7%	15,648 10.0%
Non-CAP Positions	9,480 96.1%	139,764 89.3%
TOTAL	9,860	156,457

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

Highest Level of Education	PQM TOTAL	Entire DAW
Post Grad	1,755 17.8%	61,677 39.4%
Bachelors	2,737 27.8%	69,639 44.5%
Some College	2,295 23.3%	11,962 7.6%
High School	2,998 30.4%	12,560 8.0%
Other	75 0.8%	619 0.4%
TOTAL	9,860	156,457

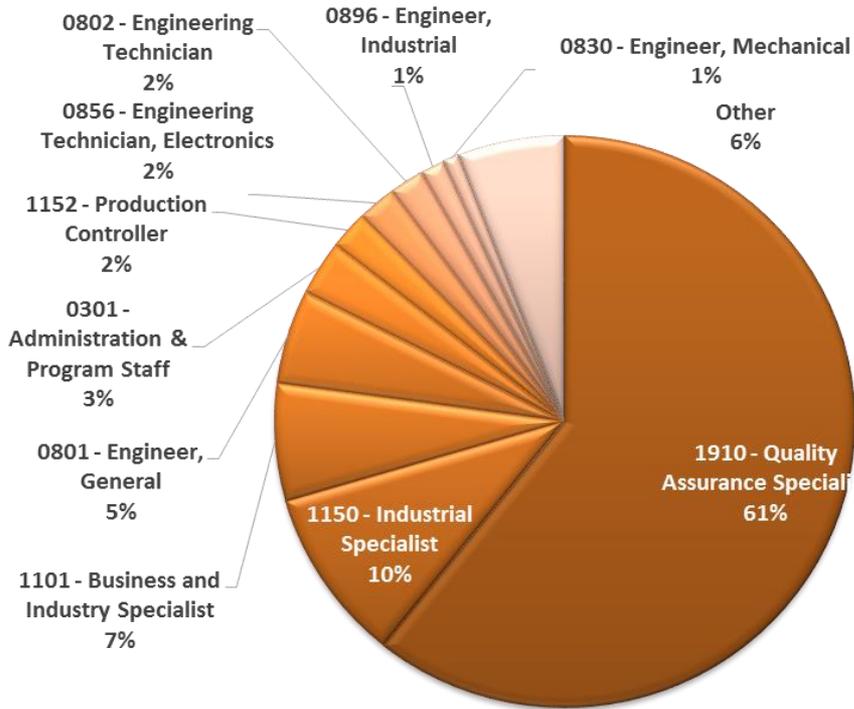
Military / Civilian	PQM TOTAL	Entire DAW
Civilian	9,158 92.9%	141,089 90.2%
Military	702 7.1%	15,368 9.8%
TOTAL	9,860	156,457

Race	PQM TOTAL	Entire DAW
WHITE	7,783 78.9%	117,200 74.9%
BLACK	1,059 10.7%	18,728 12.0%
ASIAN	353 3.6%	10,191 6.5%
MULTI	182 1.8%	3,378 2.2%
AMI/AN	85 0.9%	858 0.5%
PI	49 0.5%	744 0.5%
Unspecified	349 3.5%	5,358 3.4%
TOTAL	9,860	156,457

Gender	PQM TOTAL	Entire DAW
Males	8,341 84.6%	110,589 70.7%
Females	1,512 15.3%	45,715 29.2%
Unspecified	7 0.1%	153 0.1%
TOTAL	9,860	156,457



PQM Size by Occupational Series



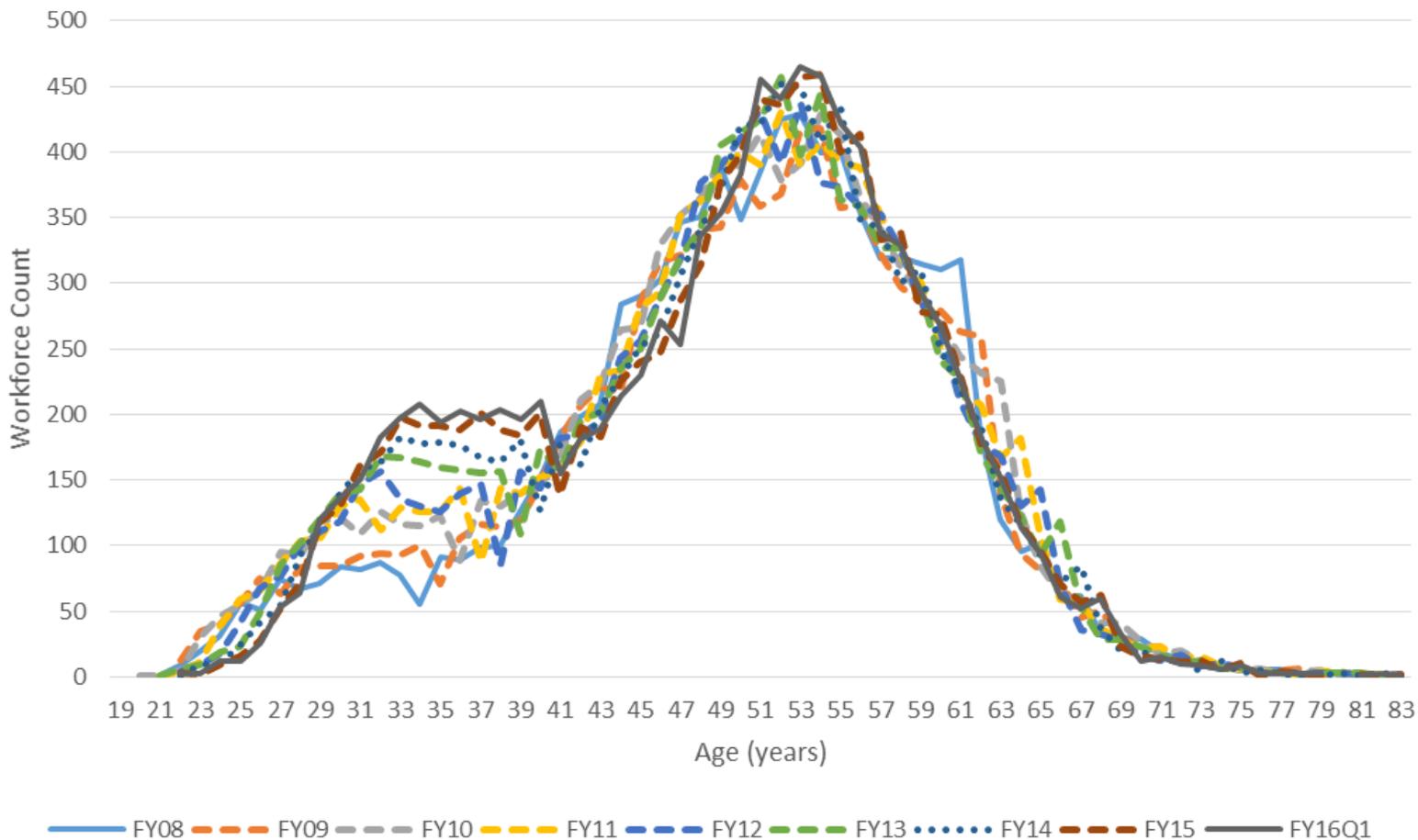
Civilian Occupational Series	PQM TOTAL	
1910 - Quality Assurance Specialist	5,559	60.7%
1150 - Industrial Specialist	898	9.8%
1101 - Business and Industry Specialist	607	6.6%
0801 - Engineer, General	486	5.31%
0301 - Administration & Program Staff	283	3.09%
1152 - Production Controller	199	2.17%
0856 - Engineering Technician, Electronics	199	2.17%
0802 - Engineering Technician	179	1.95%
0896 - Engineer, Industrial	124	1.35%
0830 - Engineer, Mechanical	83	0.91%
Other	541	5.91%
TOTAL CIVILIAN	9,158	Civilians



Age Demographics



PQM Age Demographics

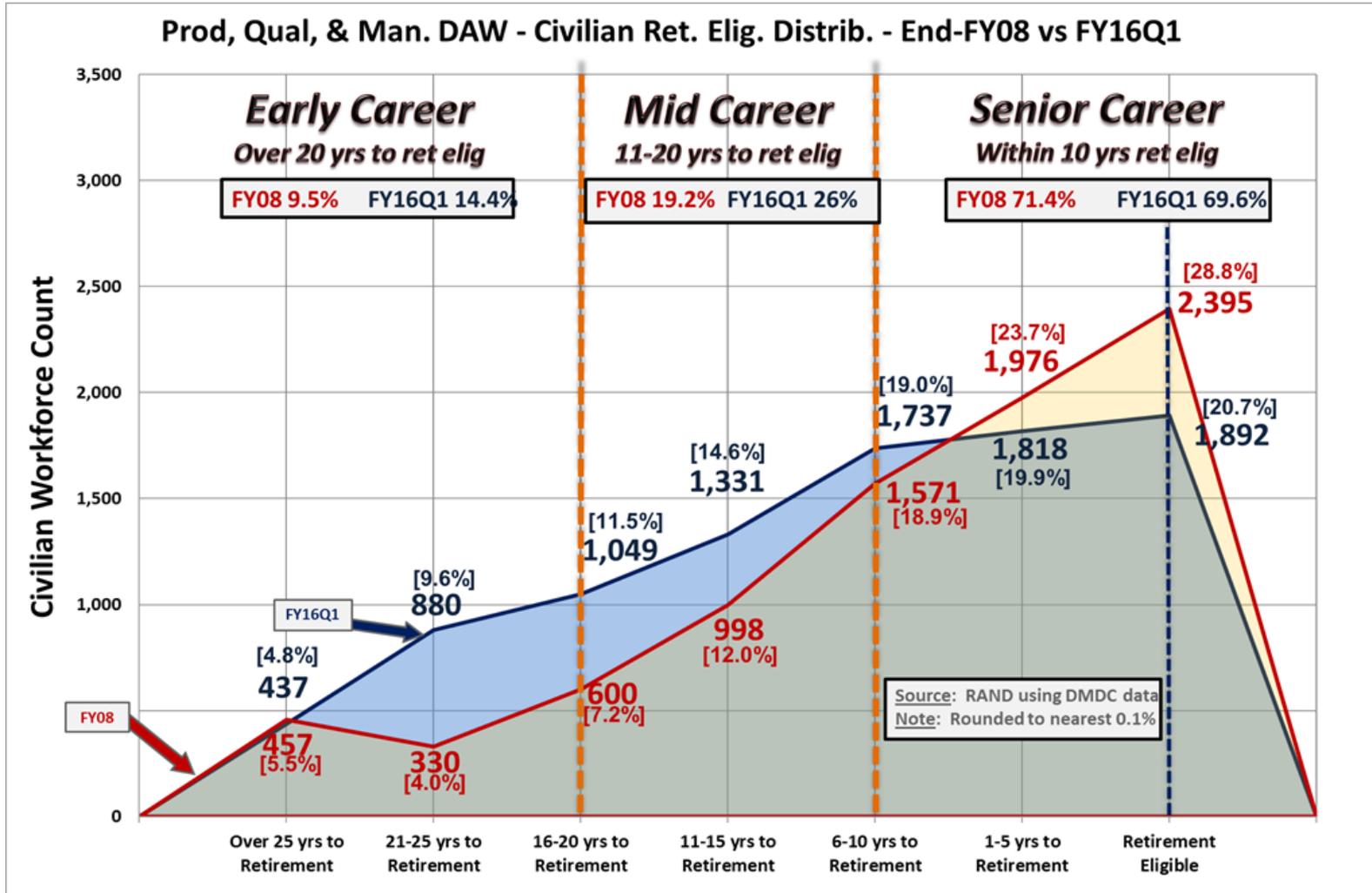




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



PQM Civilian Retirement Eligibility Distribution – FY08 / FY16Q1



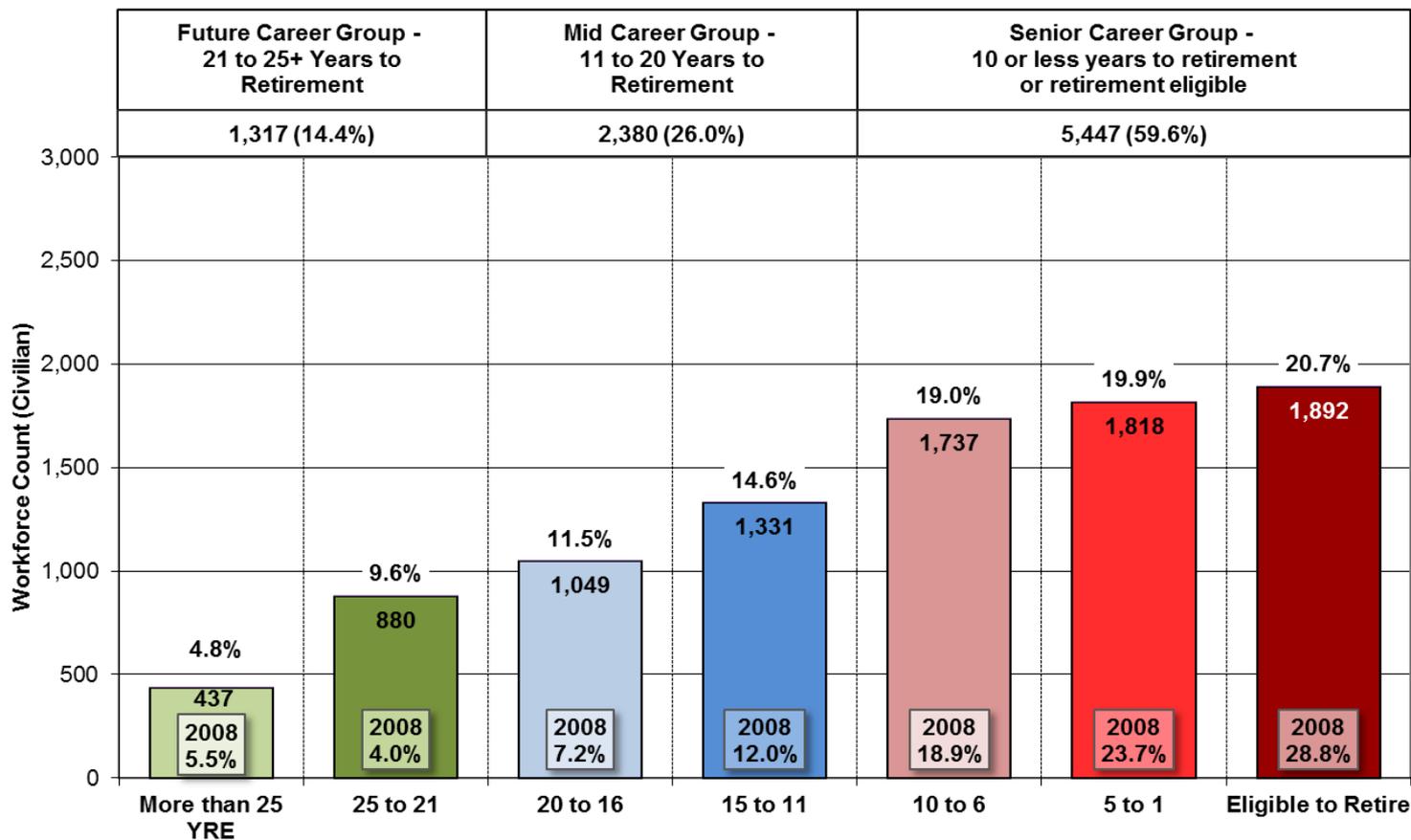
As of FY16Q1 (31 Dec 2015)



PQM Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q1) - Production, Quality and Manufacturing



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

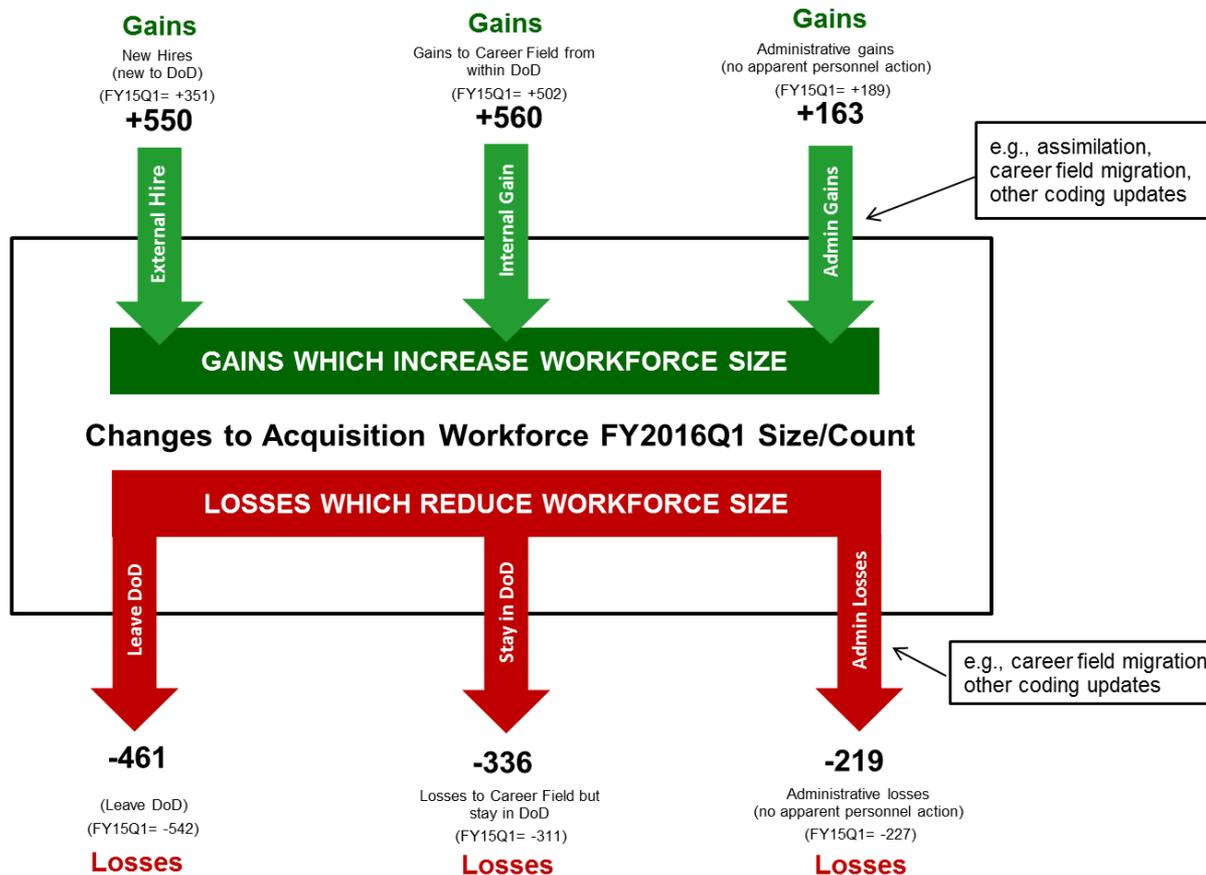
As of FY16Q1 (31 Dec 2015)



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

Defense Acquisition Workforce (Civilian) (FY2016Q1) - Production, Quality and

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



As of FY16Q1 (31 Dec 2015)

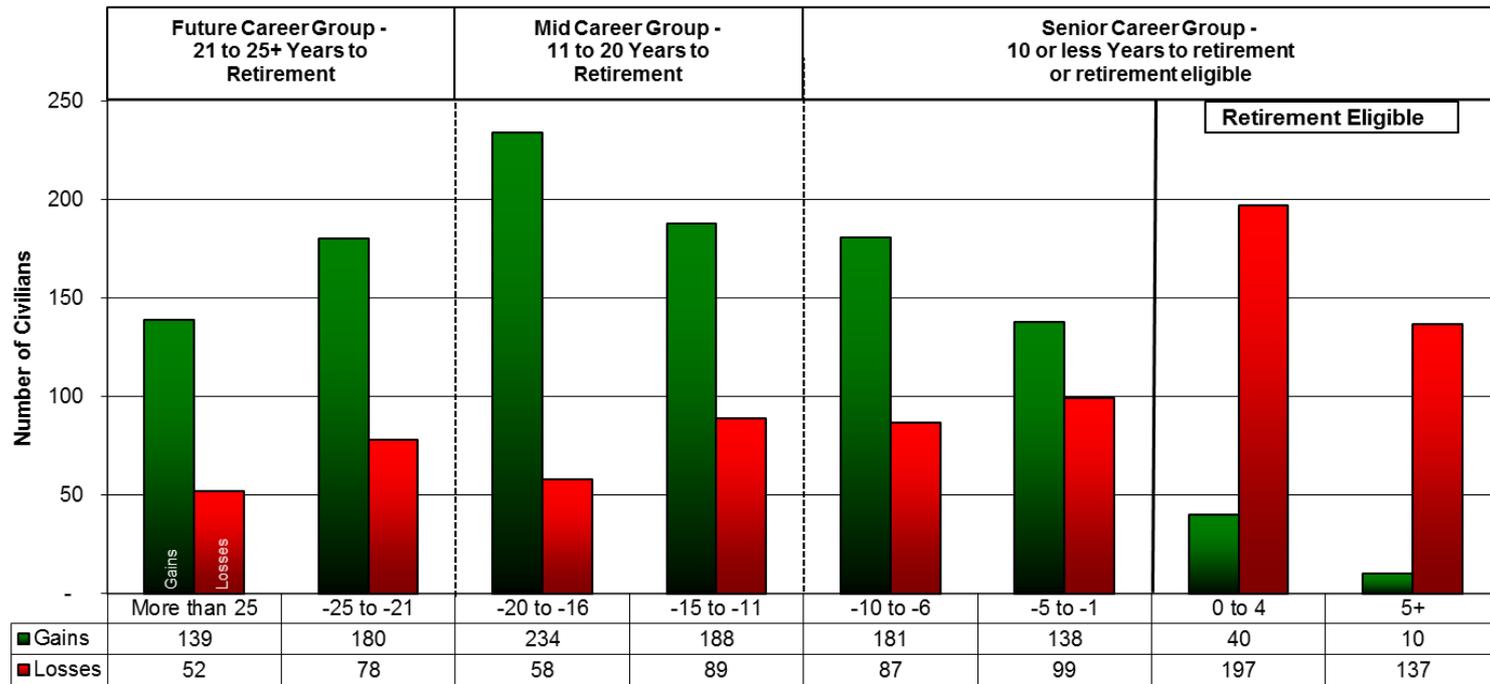


PQM Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - PQM

Workforce Lifecycle FY2016Q1 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

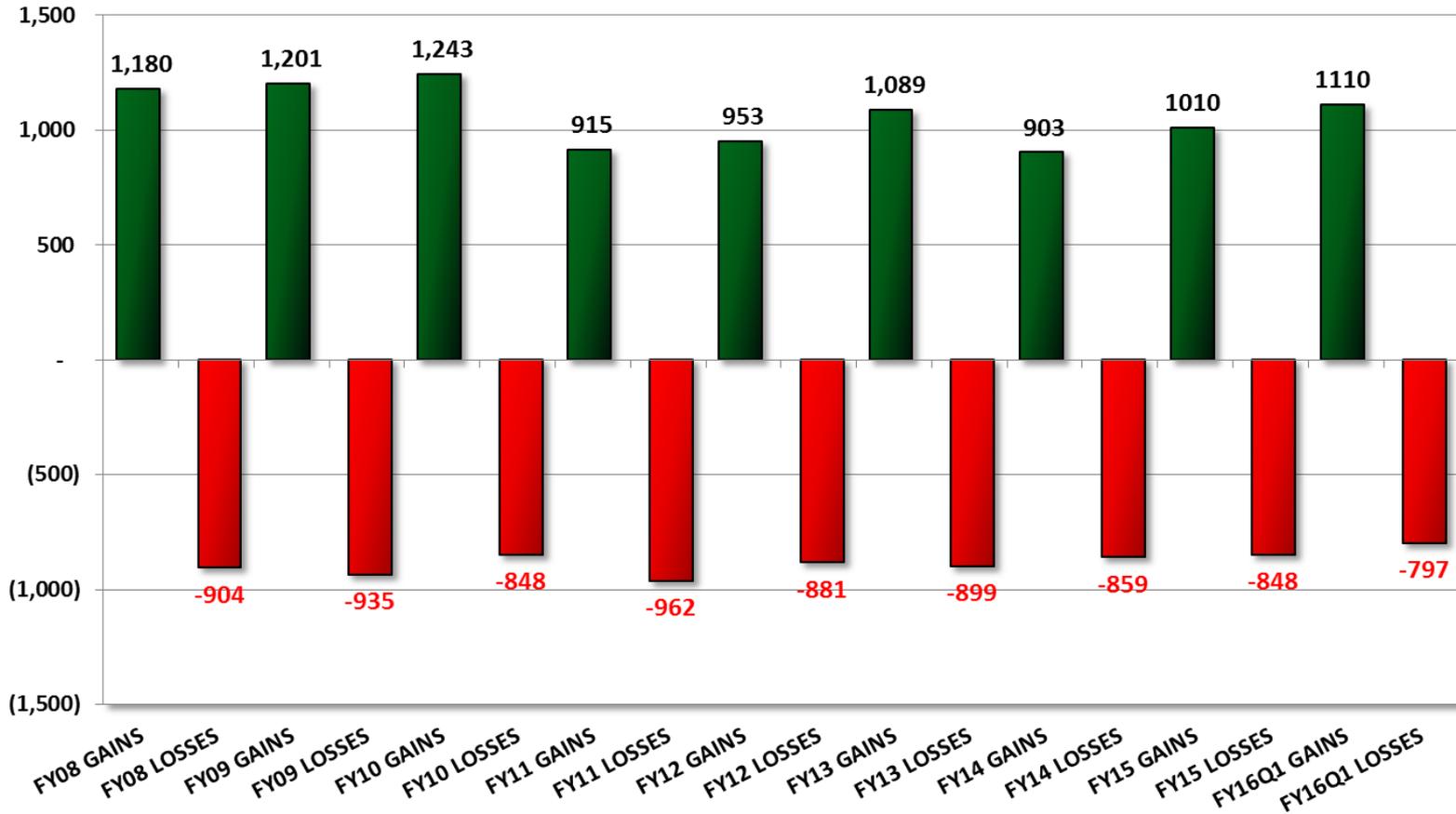
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains and losses



PQM

Historical Gains and Losses FY08 – FY16Q1



Does not include Administrative gains and losses.

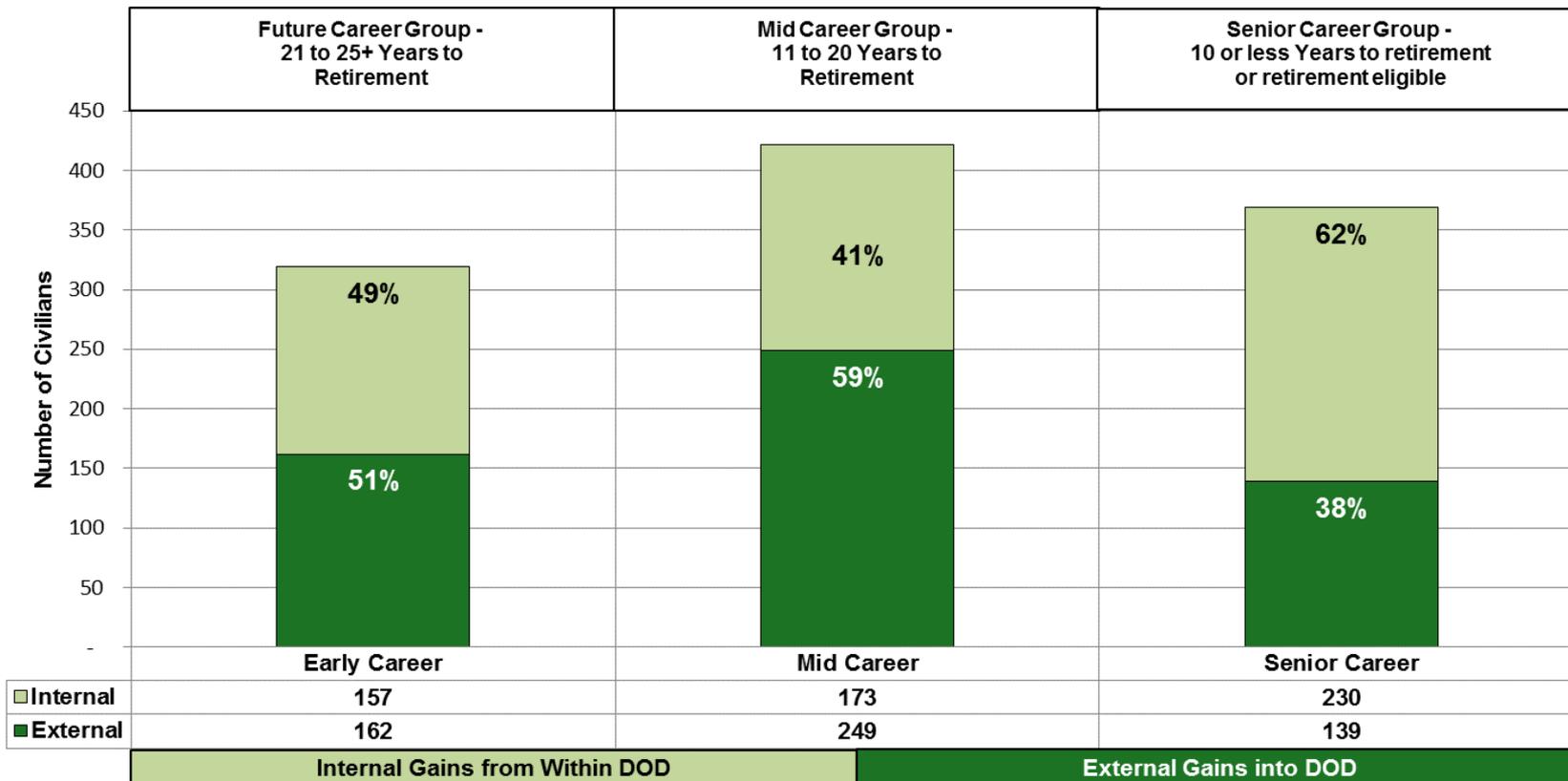
As of FY16Q1 (31 Dec 2015)



PQM Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - PQM 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)

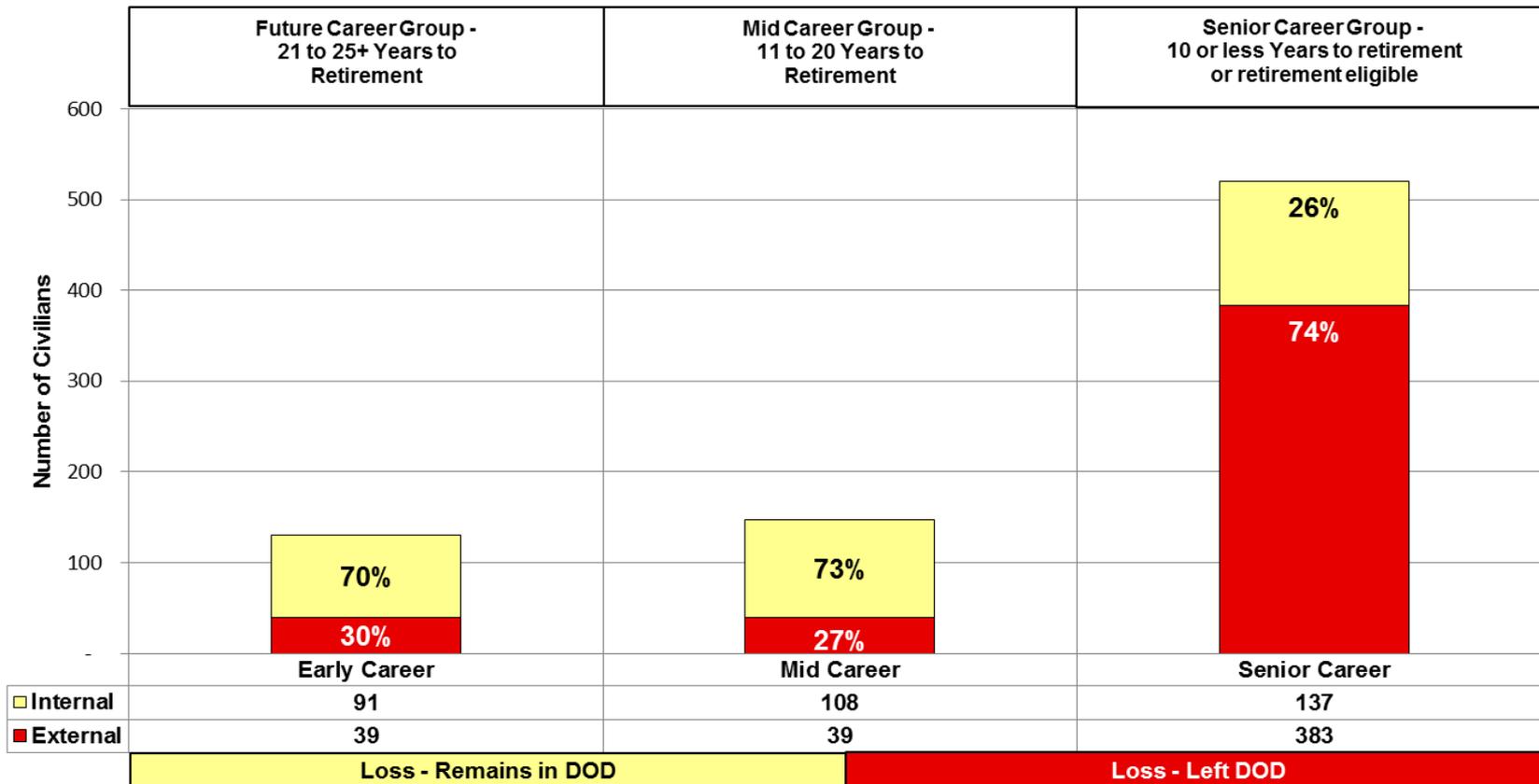


PQM Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - PQM

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

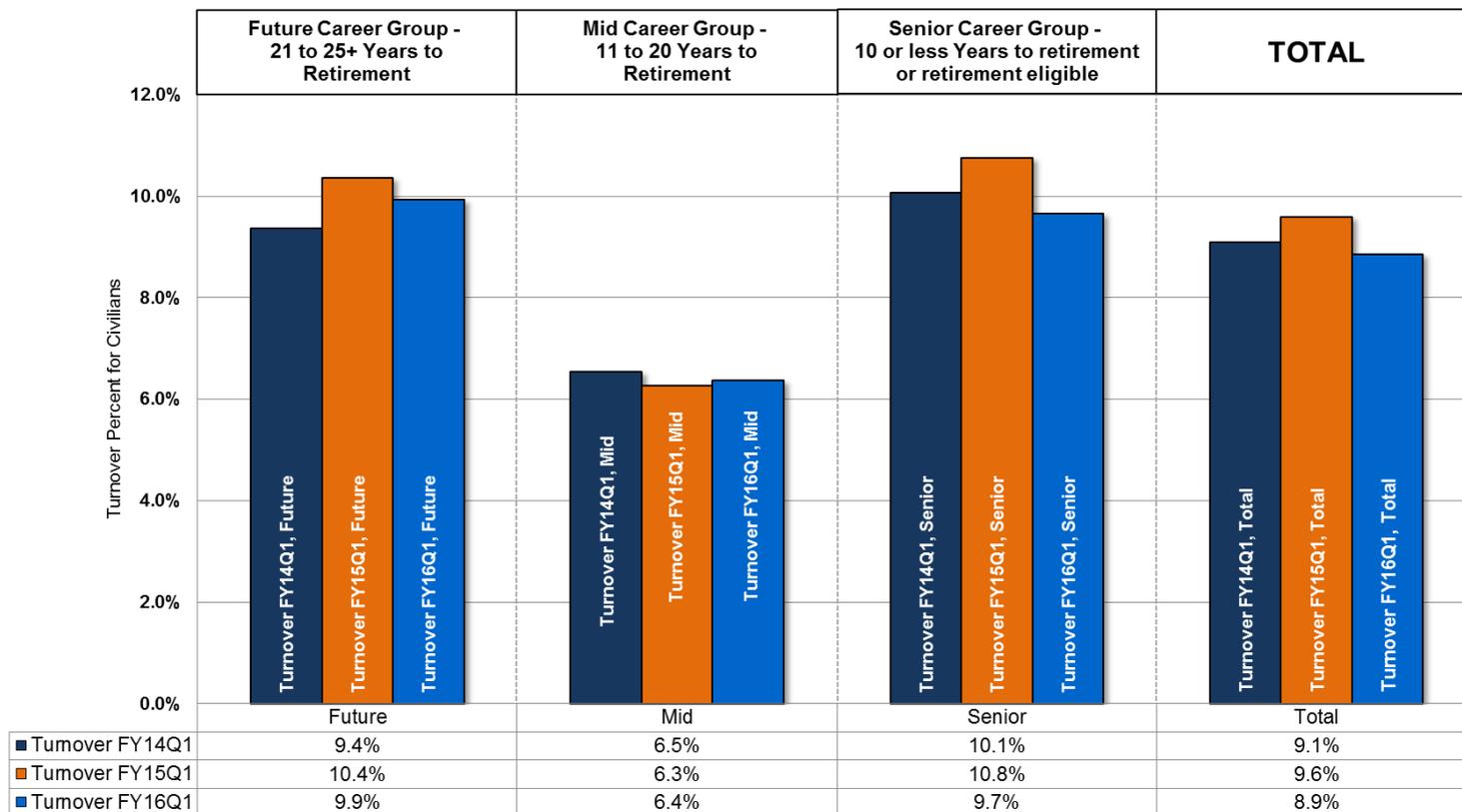
As of FY16Q1 (31 Dec 2015)



PQM Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q1 (31 Dec 2015)

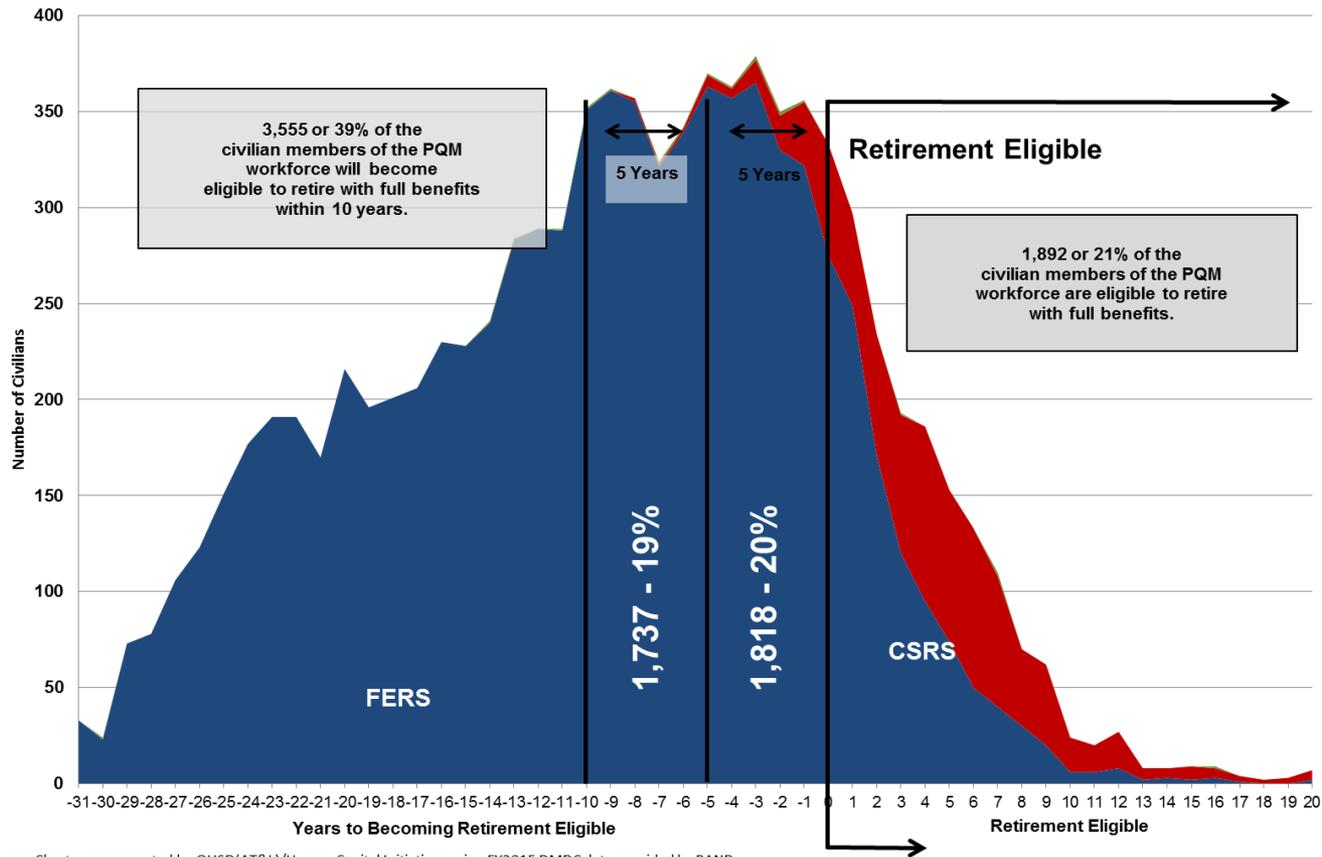


PQM Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - PQM

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