



Defense Acquisition Workforce Key Information

Property

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 Property	FY 2008				FY2016Q1			
	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce	Prop Civilian (Civ)	Prop Military (Mil)	Total Prop (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	451	0	451	125,879	380	0	380	156,457
Change in size from 2008	-	-	-	-	-16%	-	-16%	24%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	36%	-	36%	77%	49%	-	49%	84%
Graduate Degree	6%	-	6%	29%	15%	-	15%	39%
Certification								
Level I or Higher Achieved	77%	-	77%	72%	78%	-	78%	85%
Level II or Higher Achieved	74%	-	74%	61%	73%	-	73%	74%
Level III Achieved	14%	-	14%	36%	15%	-	15%	43%
Position Certification Requirement Met or Exceeded	72%	-	72%	58%	72%	-	72%	76%
Within 24 Months of Certification Requirement	17%	-	17%	27%	23%	-	23%	21%
Does Not Meet Certification Requirement	12%	-	12%	14%	6%	-	6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	90%	-	90%	62%	57%	-	57%	40%
Average Age	53.6	-	53.6	45.7	50.4	-	50.4	45.3
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	4/12/84(%)	-	-	20/23/57 (%)(Civ)	16/20/64(%)	-	-	26/24/50(%)
Average Years of Service	23.3	-	23.3	17.3	18.1	-	18.1	15.2
Retirement Eligible*	150(34%)	-	-	19,051(17%) (Civ)	110(28%)	-	-	23,072(16%)
Retirement Eligible w/i 5 Years*	133(30%)	-	-	21,315(19%) (Civ)	81(21%)	-	-	26,095(18%)
Total Gains/Losses*	78/106	-	-	14,245/15,030 (Civ)	59/68	-	-	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 Property Defense Acquisition Workforce count is 380, down from 451 in FY08, a total decrease of 71
- The Property Defense Acquisition Workforce count was at its highest point (571) in FY05, and its lowest point (380) in FY16Q1
- The Agency with the largest increase, since FY08, is DoN, with increase of 1 (2%),
- The Agencies with the largest decreases, since FY08, are ARMY, AIR FORCE, and DLA, with decreases of 52(-53%), 13 (-50%), and 5 (-63%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

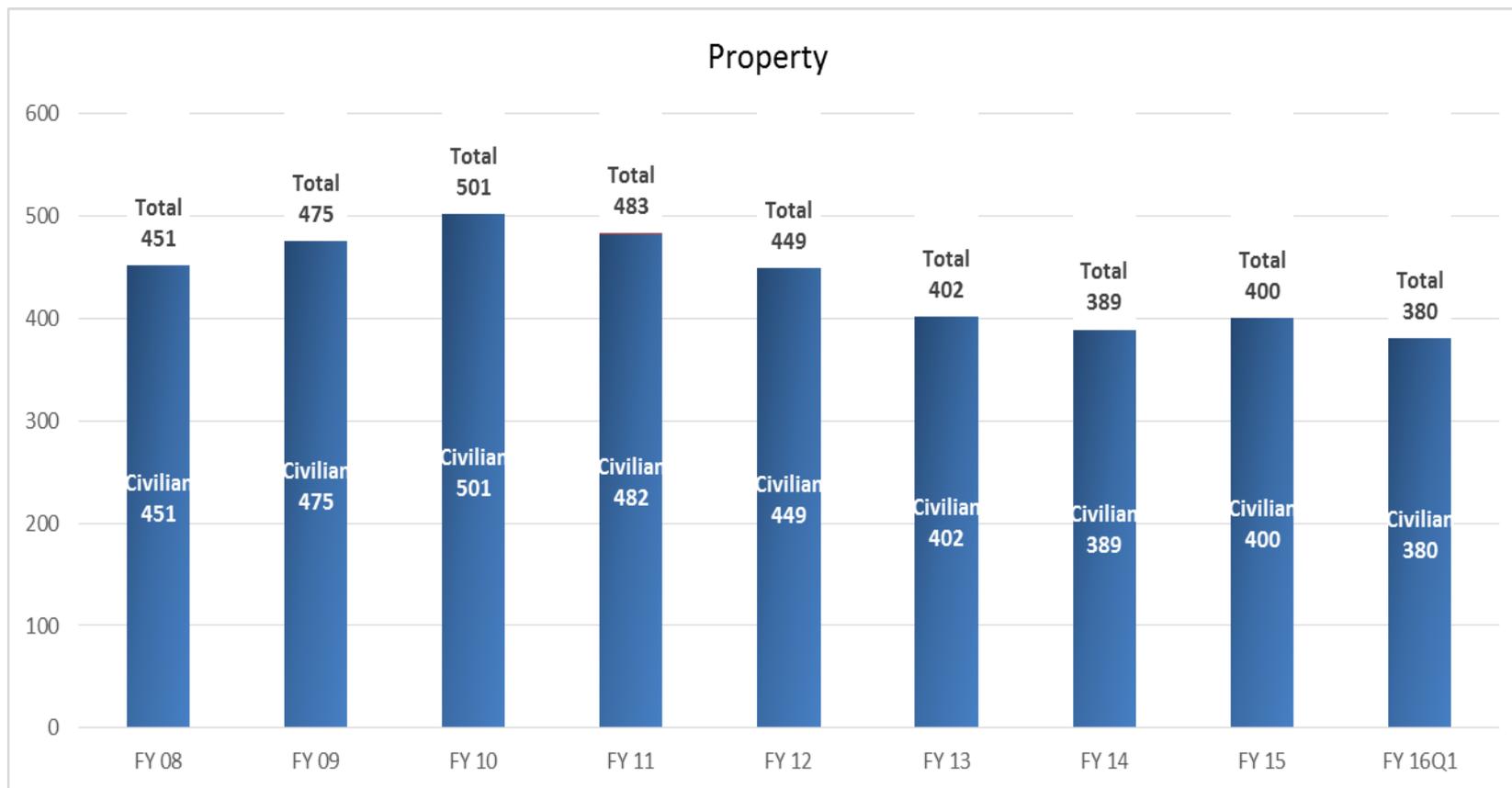
- The current Property Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 71.6%; down from 71.8% in FY08
- The current Property Meets/Exceeds certification rate is down .03% from FY08
- The current Property Defense Acquisition Workforce DAWIA 24 month grace period rate is 22.6%; up from 7.2% in FY08
- The current Property Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.8%; down from 11.5% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 63.9% (243) (10 years or less to retirement eligibility or retirement eligible)
- 28.9% (100) are currently eligible to retire, ↓ from 33.8% in FY08
- Mid Career Group 20.3% (77) (11 to 20 years to retirement), 12.4% in FY08
- Early Career Group 15.8% (60) (21 to 25+ years to retirement), ↑ from 4.1% in FY08

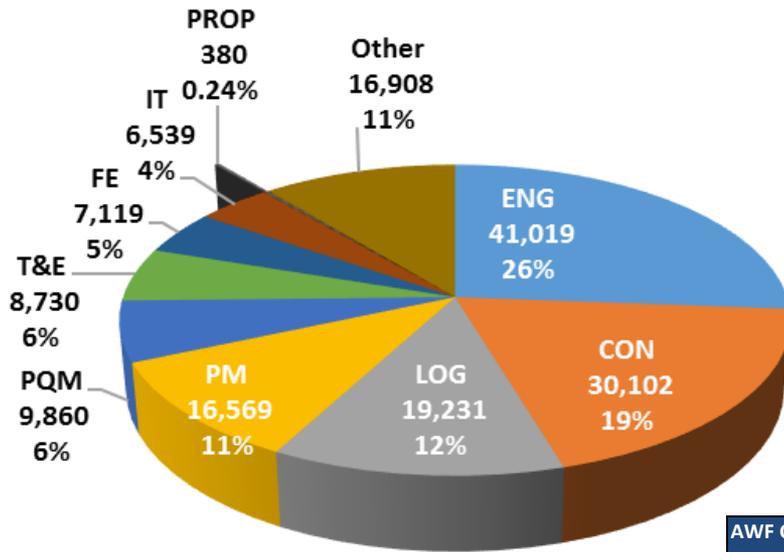


Total Historic Workforce





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%		



Property Workforce Historical Size by Agency FY05 – FY16Q1



Property	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
<i>Defense Acq Workforce</i>														
ARMY	154	125	114	99	92	84	75	65	56	49	45	47	-53%	4%
DoN	61	56	58	62	73	78	65	62	60	57	61	63	2%	3%
AIR FORCE	36	27	22	26	29	28	26	24	20	22	20	13	-50%	-35%
DCMA	313	312	285	253	269	295	300	282	260	256	268	250	-1%	-7%
DLA	5	8	2	8	9	12	13	14	3	3	3	3	-63%	0%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	1	1	-	-	-	-	-	-	-	-	1	2		100%
DISA	-	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	3	3	4	4	2	3	2	2	2	-33%	0%
OSD	1	1	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFFA	-	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	571	530	481	451	475	501	483	449	402	389	400	380	-11.3%	-5.0%





President's FY17 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	% 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

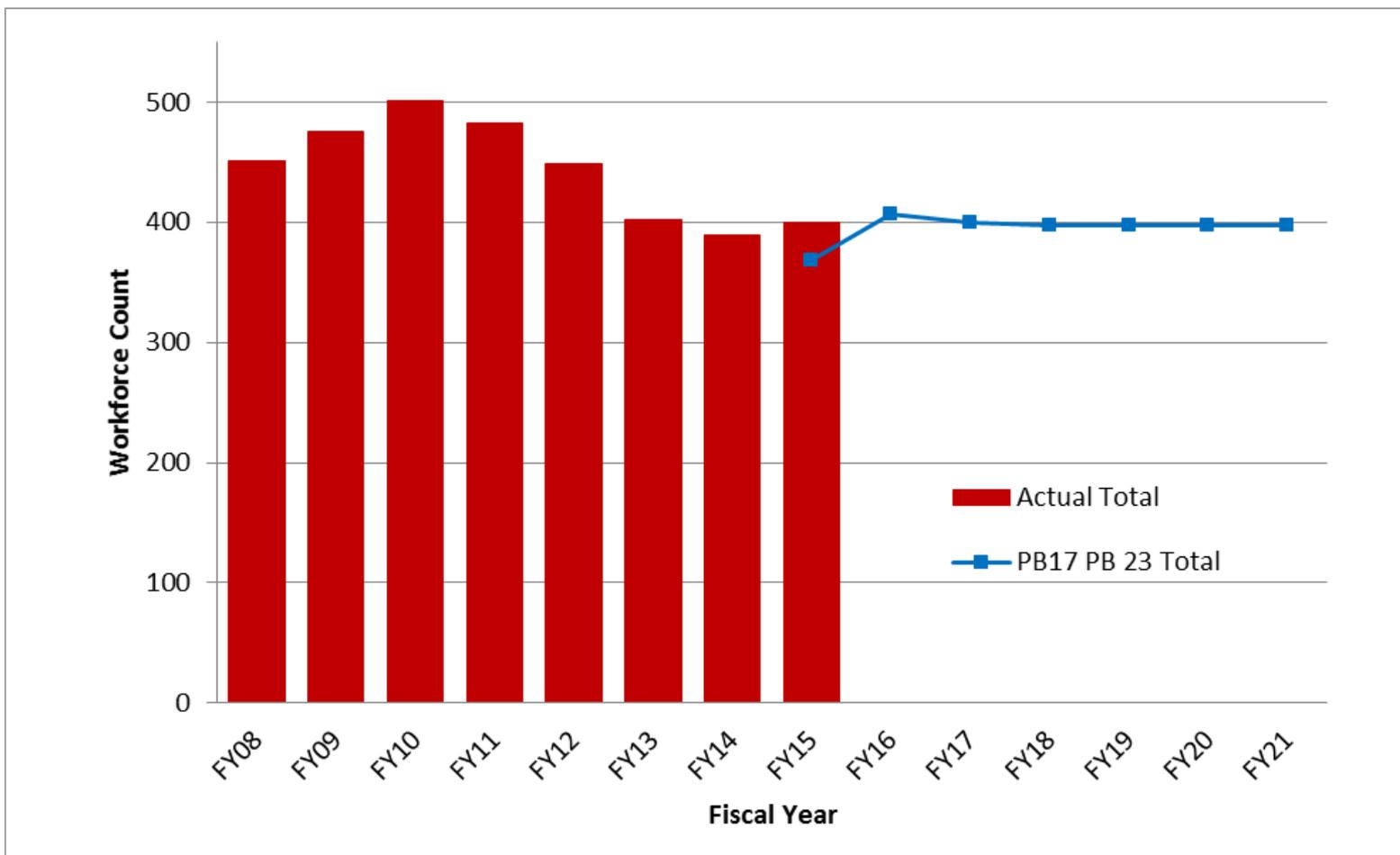


PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection By Component (Civilian + Military)									
Property Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
ARMY	Civilian FTE	46	43	39	35	35	35	35	(11)	-23.9%
DAU	Civilian FTE	2	3	3	3	3	3	3	1	50.0%
DCMA	Civilian FTE	225	264	264	264	264	264	264	39	17.3%
DLA	Civilian FTE	18	19	18	18	18	18	18	0	0.0%
NAVY	Civilian FTE	57	63	61	62	62	62	62	5	8.8%
USAF	Civilian FTE	20	15	15	15	15	15	15	(5)	-25.0%
	Civilian FTE Total	368	407	400	397	397	397	397	29	7.9%
	Property Total	368	407	400	397	397	397	397	29	7.9%

Data Source: OSD CAPE SNAP Database;



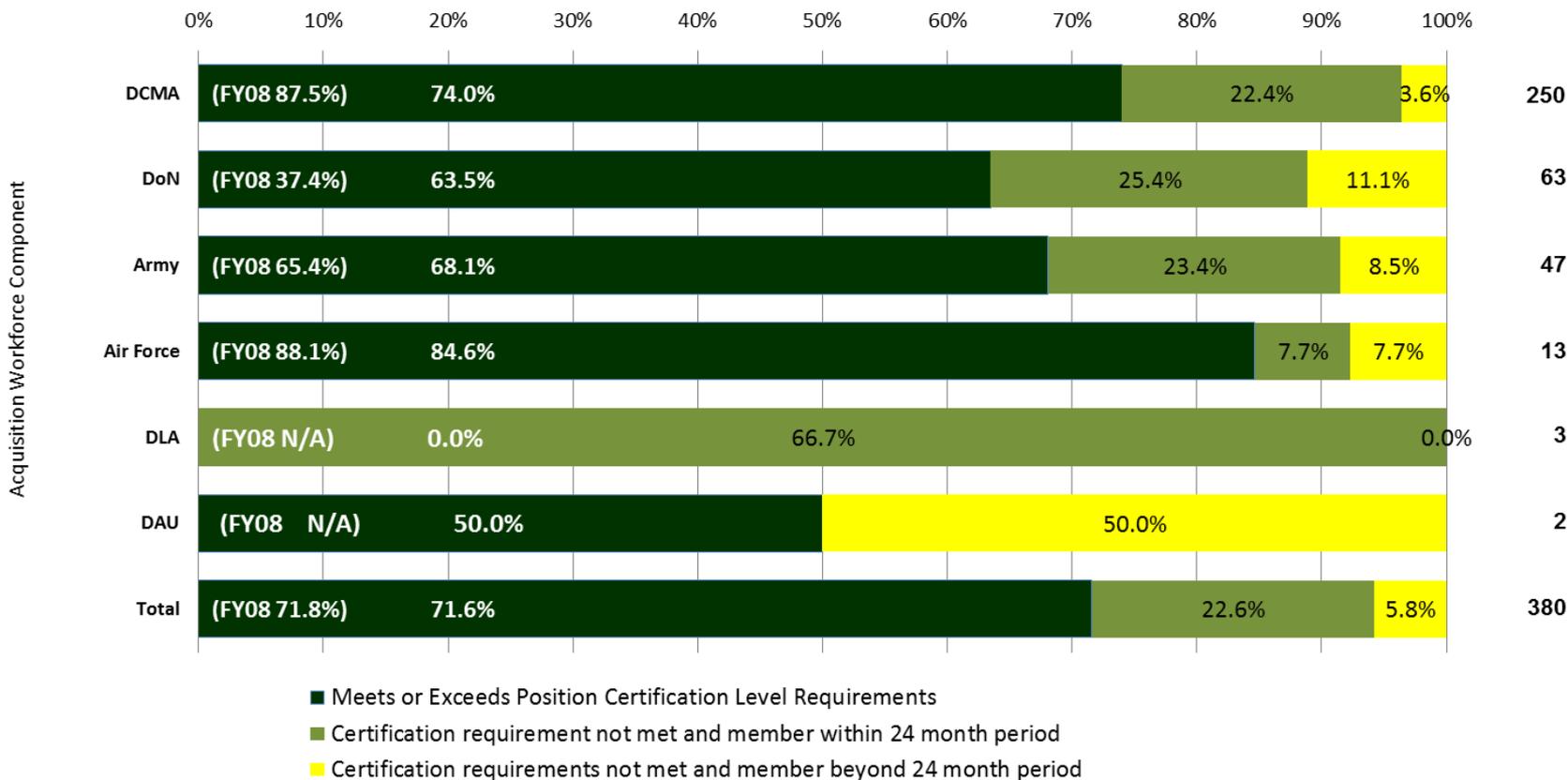
AWF Size FY08-FY15 and President's FY17 Budget PB23 Projection (Civ + Mil)





Property DAWIA Certification by Component

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

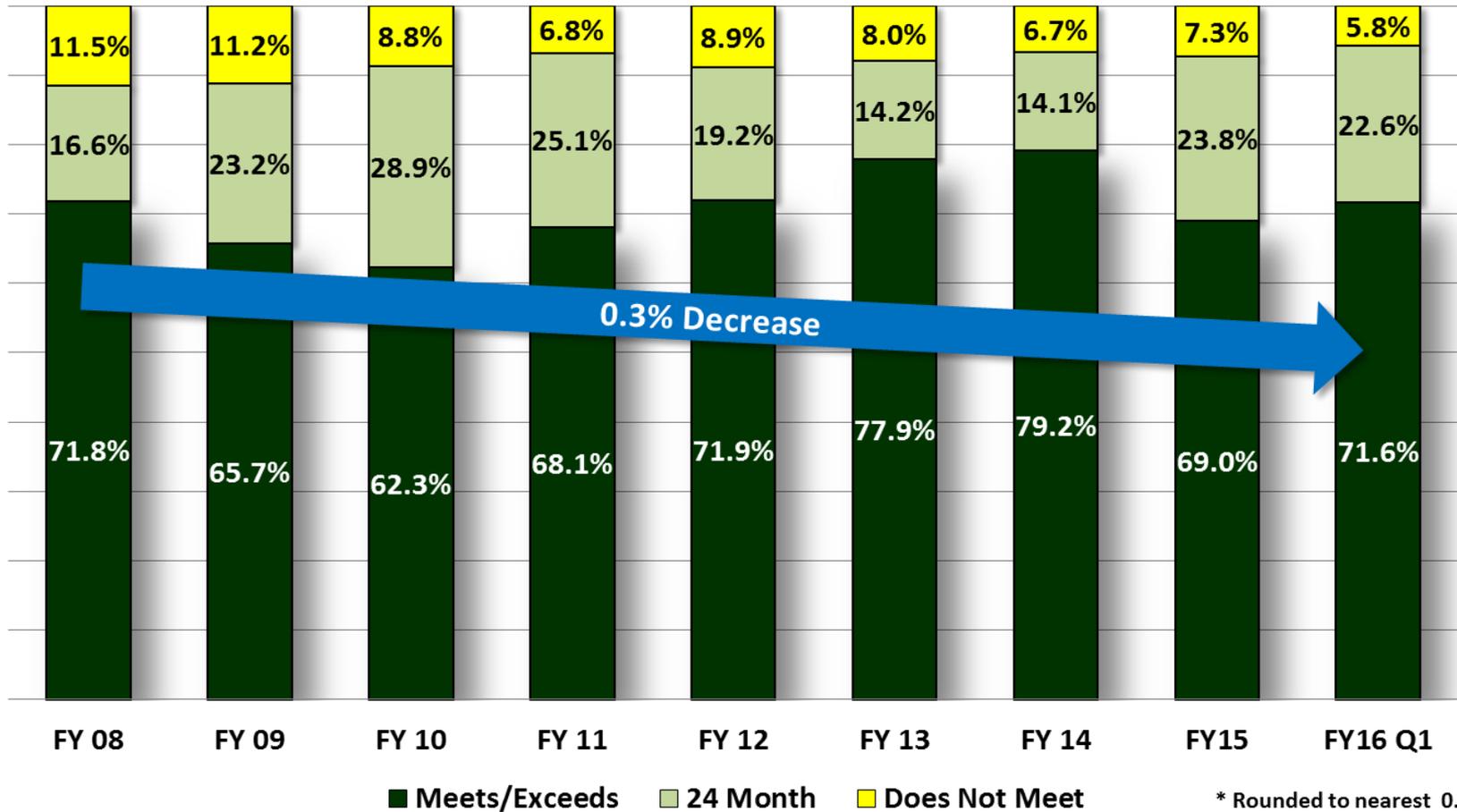




Property Historical DAWIA Certification FY08 – FY16Q1



Property





Property DAWIA Certification Matrix + Bench Strength



Property	Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	15	2	6	1	24	37.5%
Level II	57	13	206	21	297	76.4%
Level III	8	1	9	36	54	66.7%
Unspecified	3	2	-	-	5	
FY16Q1 TOTAL	83	18	221	58	380	71.6%
	21.8%	4.7%	58.2%	15.3%		

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%	
Property	28	7.5%	7 of 13

** Based on population total without unspecified positions

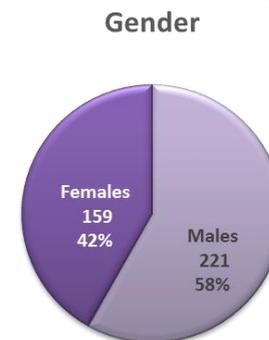
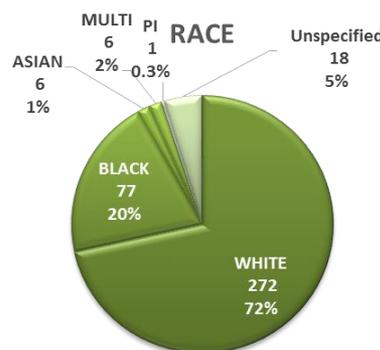
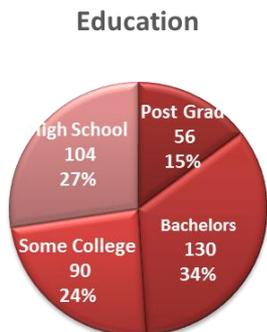
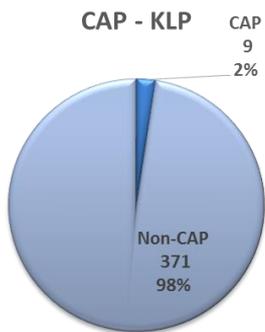
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	9	14	1	24	6.3%
Level II	227	57	13	297	78.2%
Level III	36	12	6	54	14.2%
Unspecified	-	3	2	5	1.3%
Property TOTAL	272	86	22	380	
	71.6%	22.6%	5.8%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Property Demographics



Occupied Position Type	Property TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	1,045
Critical Acquisition Positions (CAPs) *	9	15,648
Non-CAP Positions	371	139,764
TOTAL	380	156,457

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

Highest Level of Education	Property TOTAL	Entire DAW
Post Grad	56	61,677
Bachelors	130	69,639
Some College	90	11,962
High School	104	12,560
Other	-	619
TOTAL	380	156,457

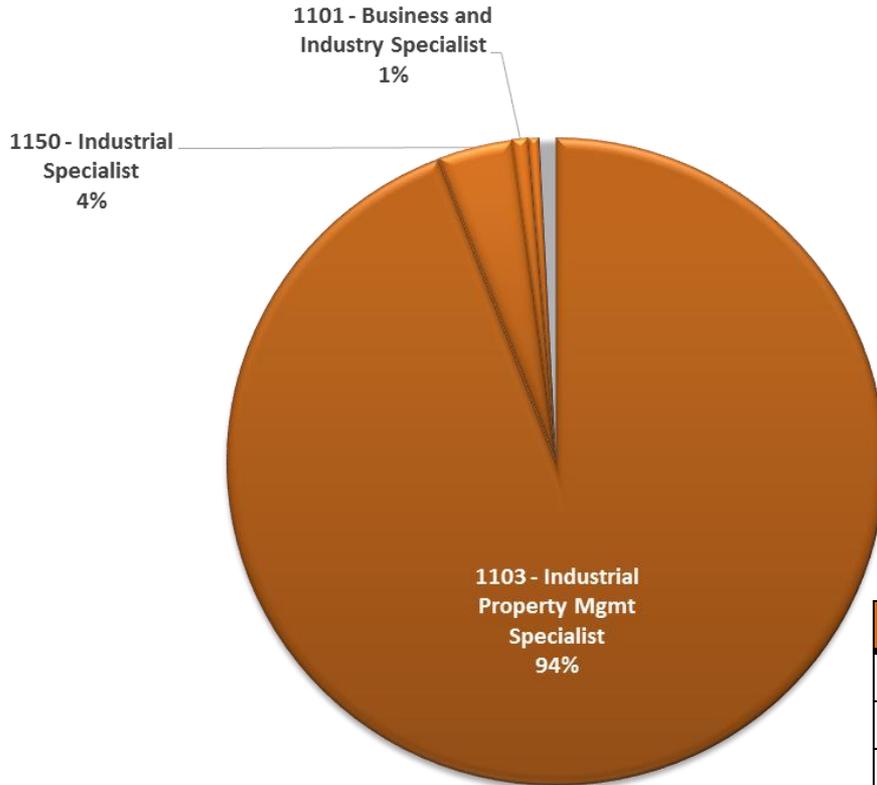
Military / Civilian	Property TOTAL	Entire DAW
Civilian	380	141,089
Military	-	15,368
TOTAL	380	156,457

Race	Property TOTAL	Entire DAW
WHITE	272	117,200
BLACK	77	18,728
ASIAN	6	10,191
MULTI	6	3,378
PI	1	744
Unspecified	18	5,358
TOTAL	380	156,457

Gender	Property TOTAL	Entire DAW
Males	221	110,589
Females	159	45,715
Unspecified	-	153
TOTAL	380	156,457



Property Size by Occupational Series



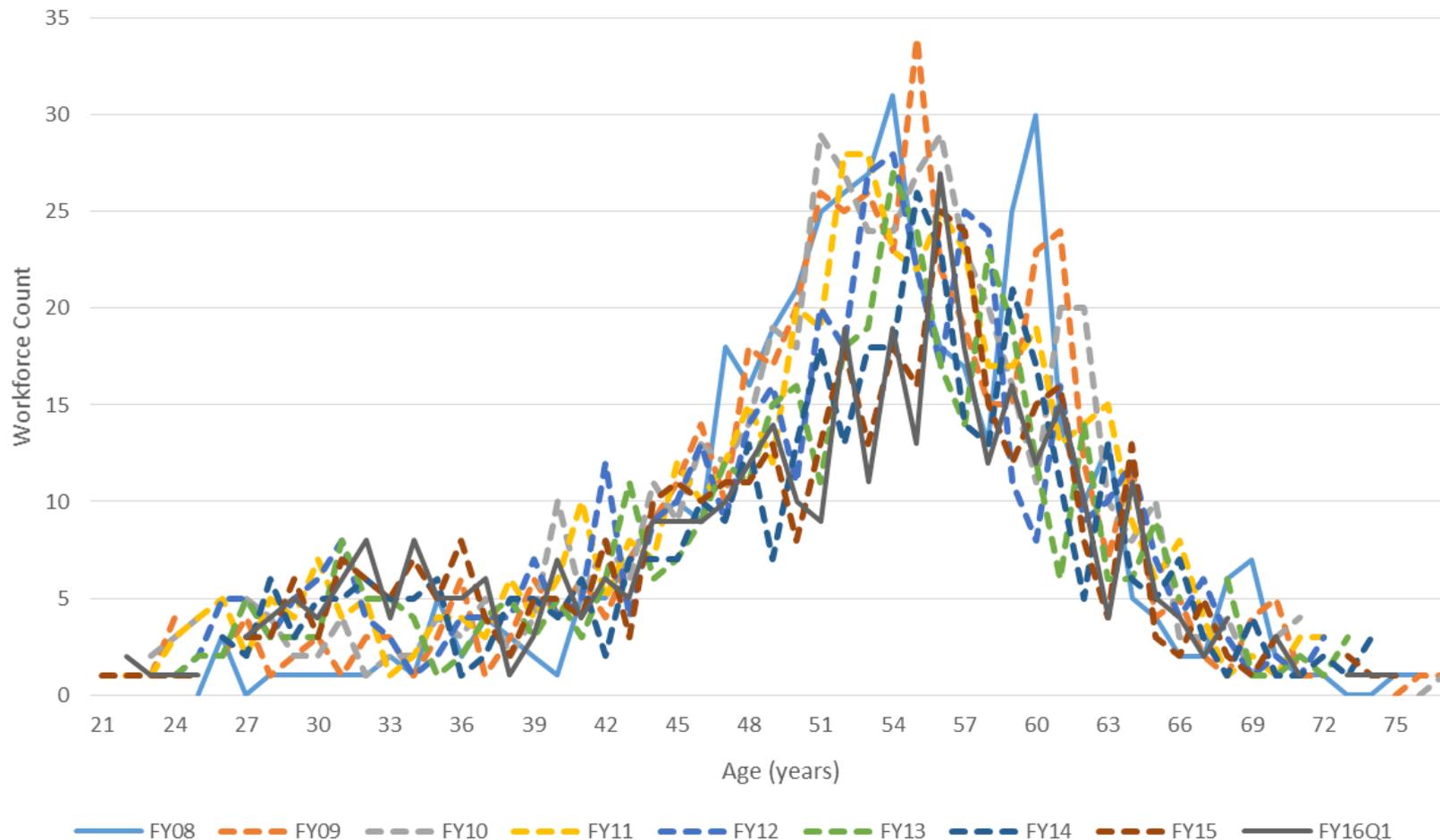
Civilian Occupational Series	Property TOTAL	
1103 - Industrial Property Mgmt Specialist	357	93.9%
1150 - Industrial Specialist	14	3.7%
1101 - Business and Industry Specialist	3	0.8%
1170 - Realty Specialist	2	0.53%
0802 - Engineering Technician	1	0.26%
1640 - Facility Operations Specialist	1	0.26%
2001 - Supply Specialist	1	0.26%
0343 - Management and Program Analyst	1	0.26%
0301 - Administration & Program Staff	-	0.00%
TOTAL CIVILIAN	380	Civilians



Age Demographics



Property Age Demographics

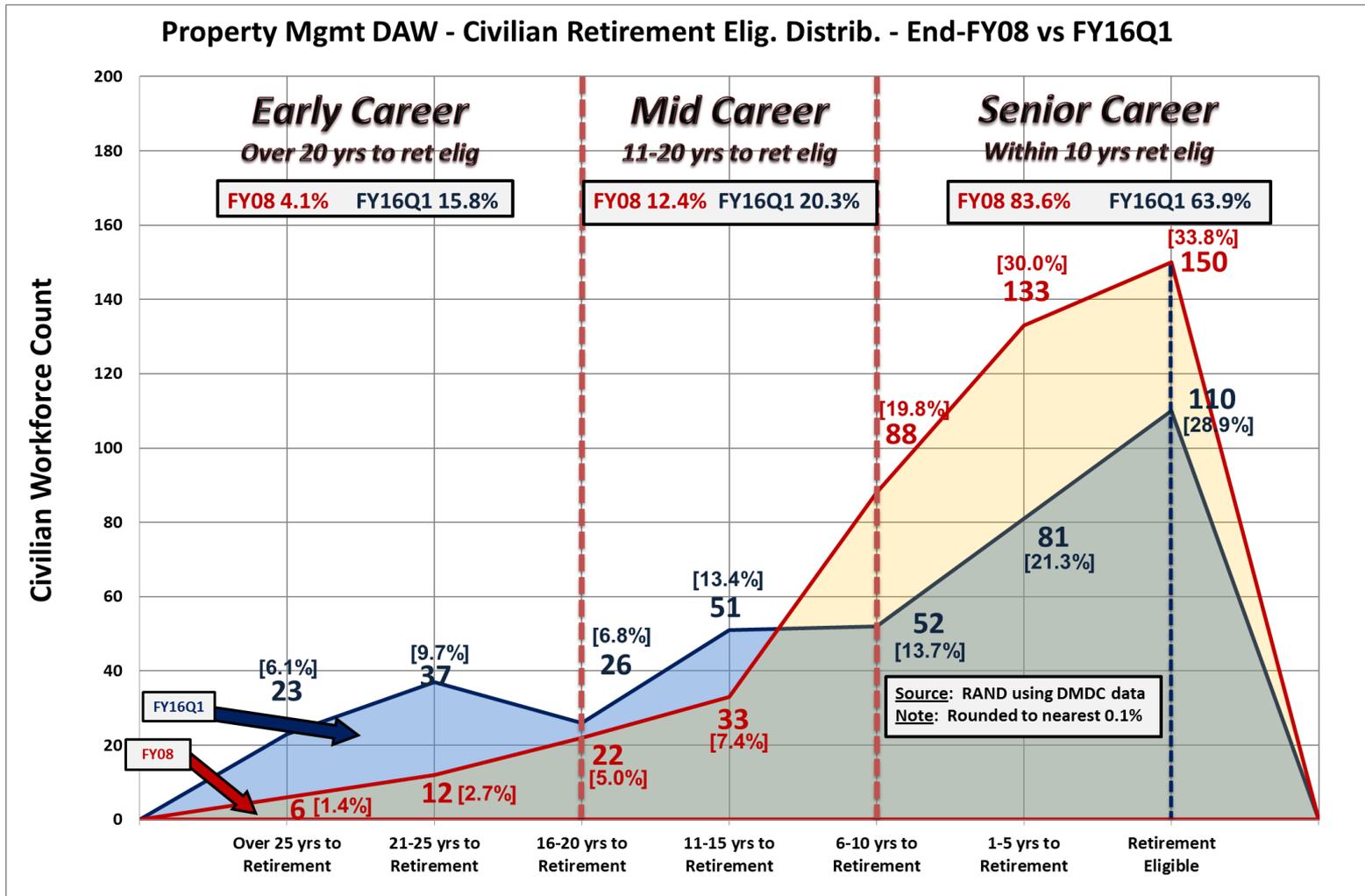




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Property Civilian Retirement Eligibility Distribution – FY08 / FY16Q1

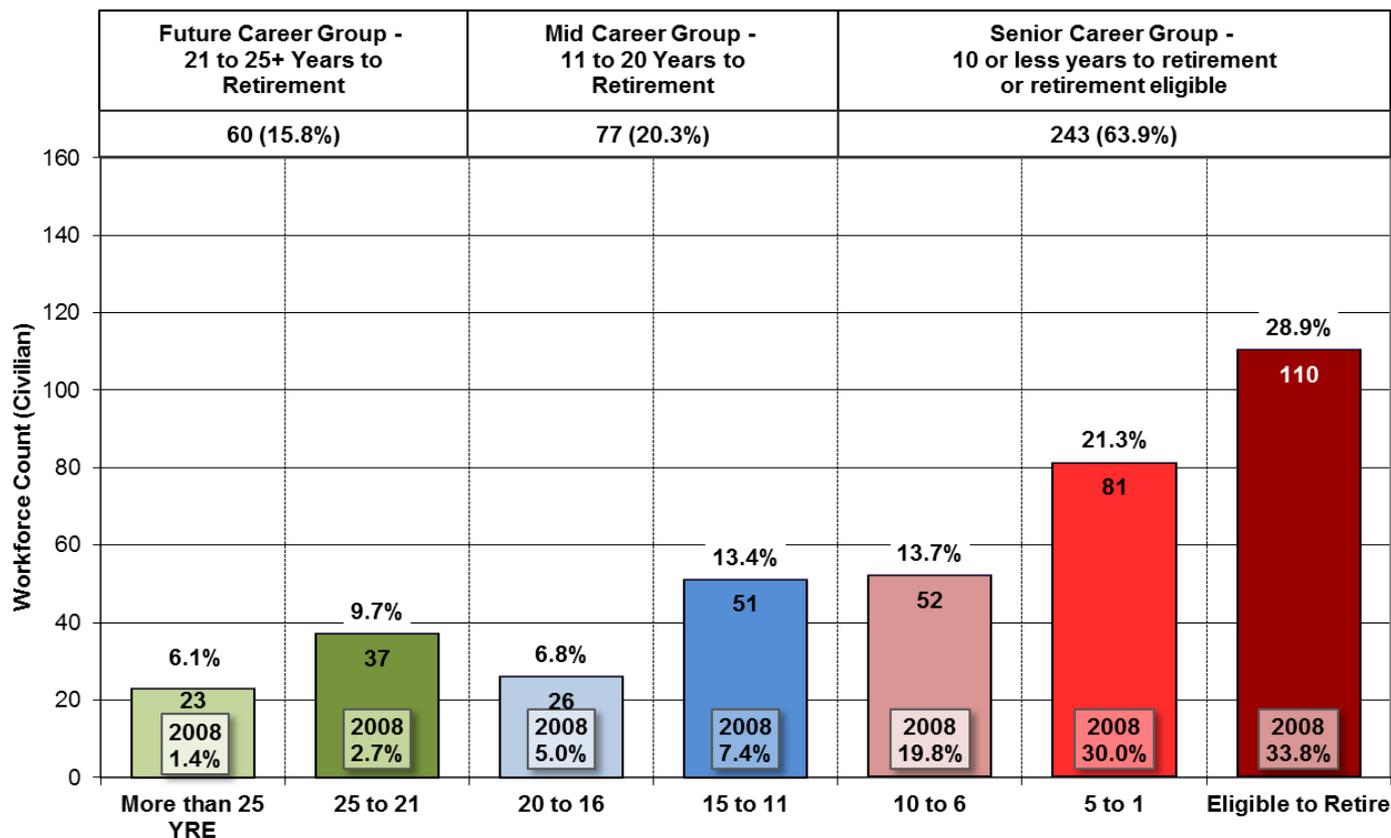


As of FY16Q1 (31 Dec 2015)



Property Workforce Lifecycle Model by YRE

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



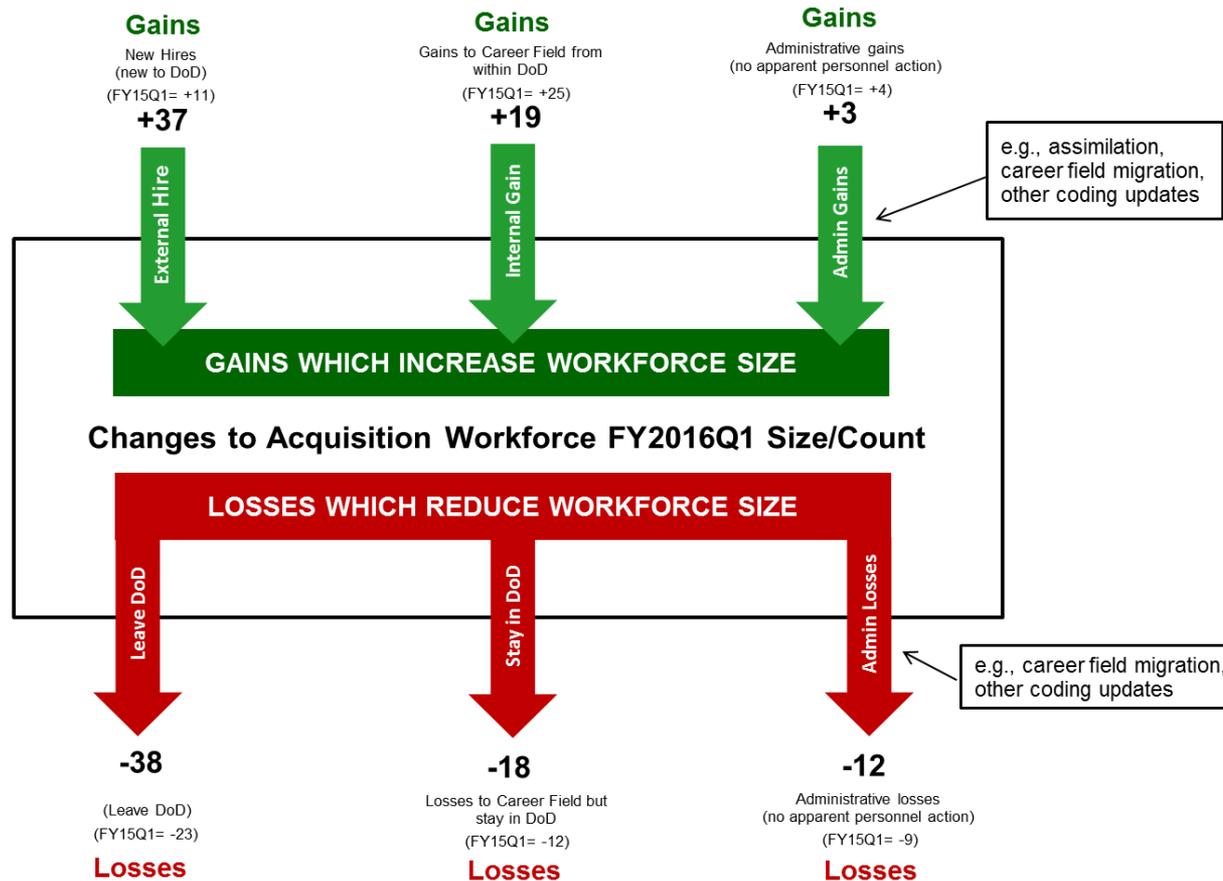
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2016Q1) - Property

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



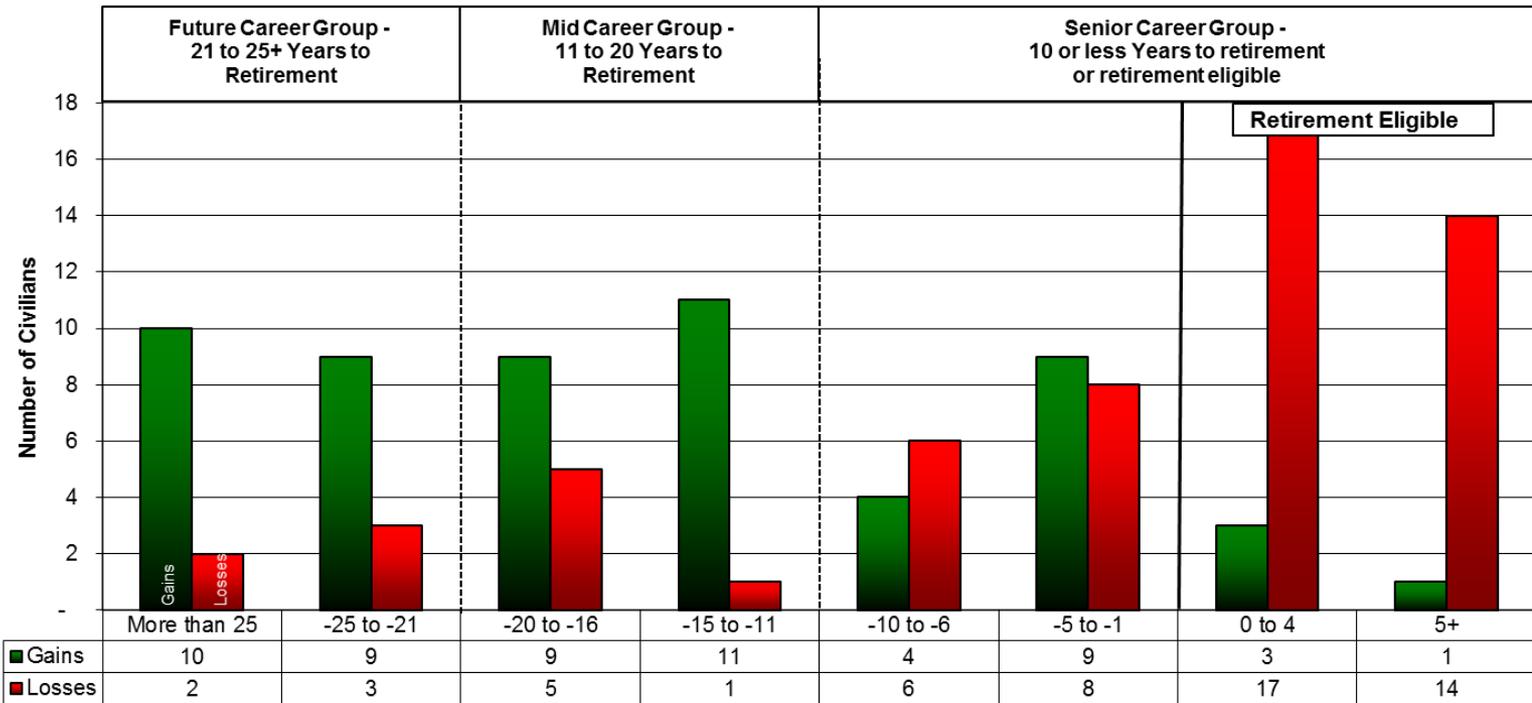
As of FY16Q1 (31 Dec 2015)



Property Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Prop Workforce Lifecycle FY2016Q1 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

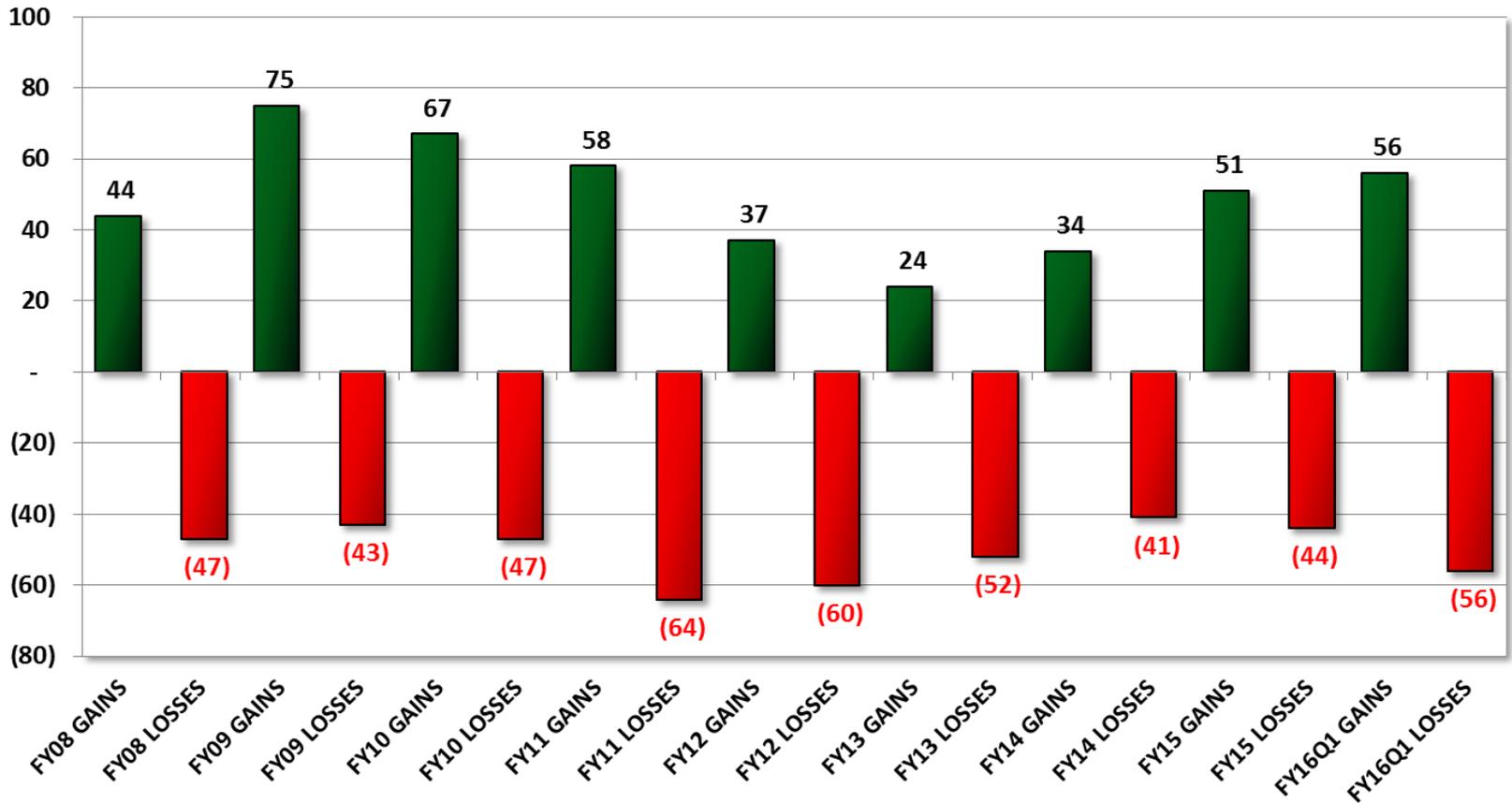
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains and losses

As of FY16Q1 (31 Dec 2015)



Property Historical Gains and Losses FY08 – FY16Q1



Does not include Administrative gains and losses

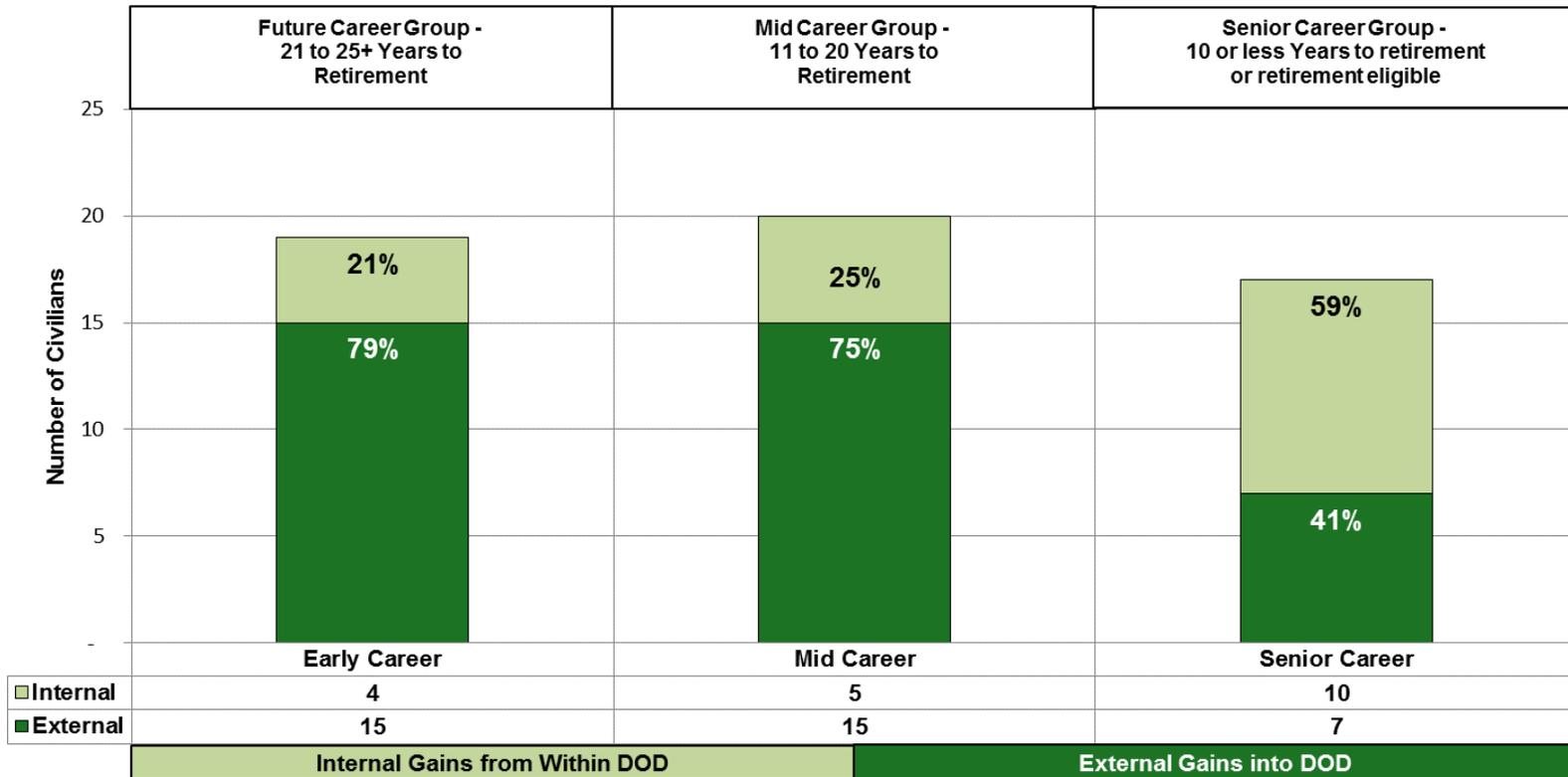
As of FY16Q1 (31 Dec 2015)



Property Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Prop 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

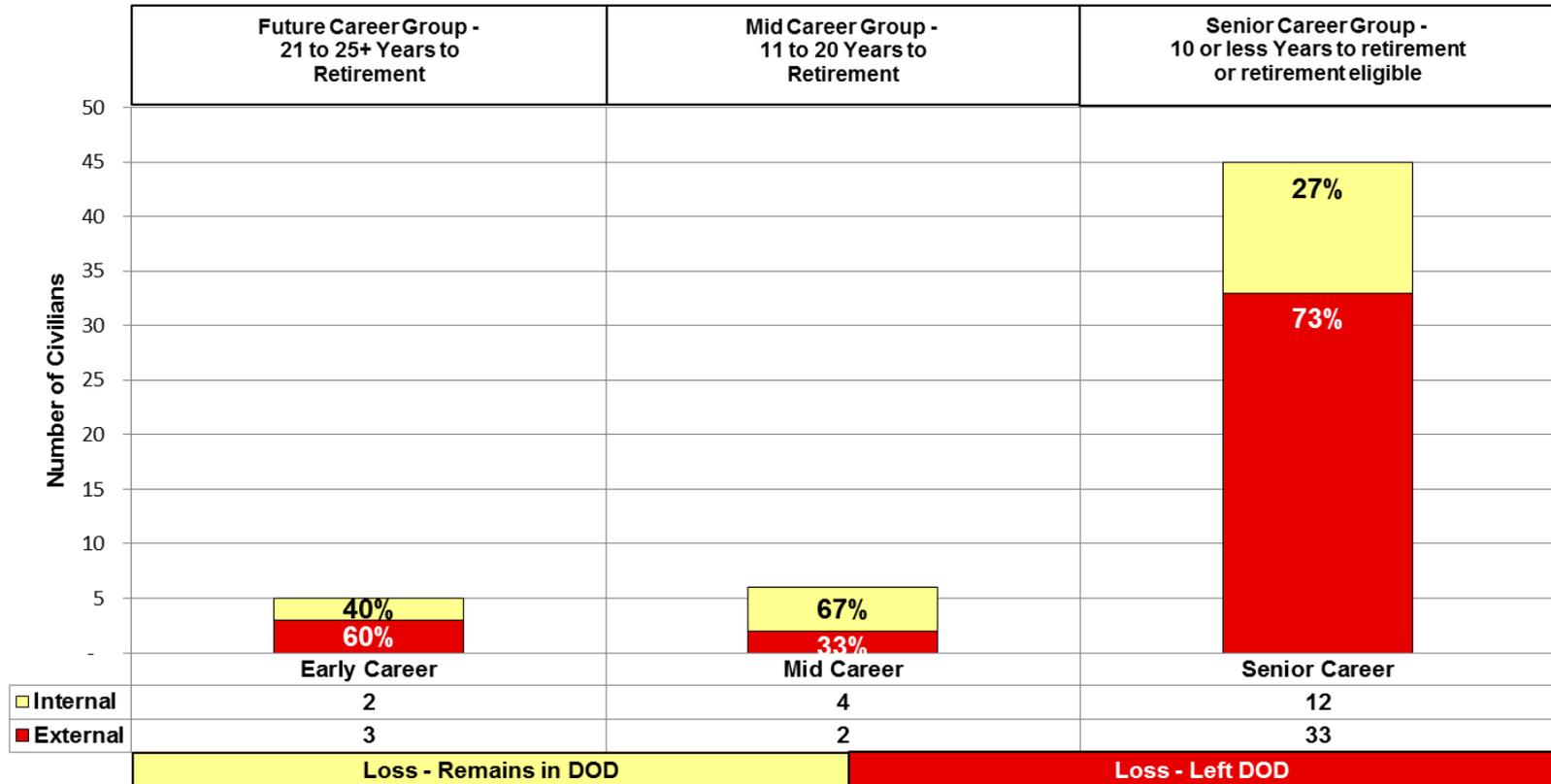


Property Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Prop

Workforce Lifecycle FY2016Q1 Losses*



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

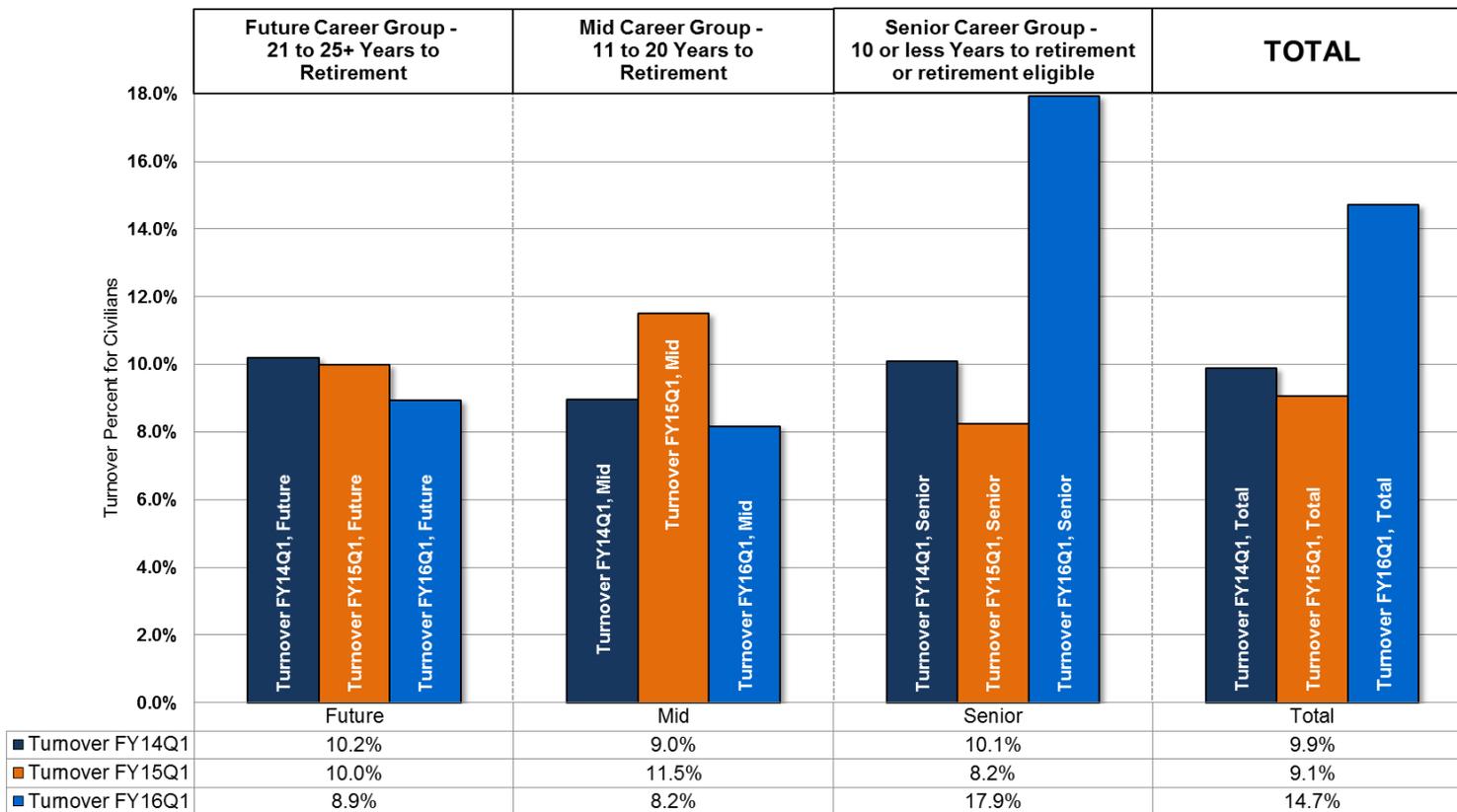
*Does not include administrative losses



Property Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q1 (31 Dec 2015)

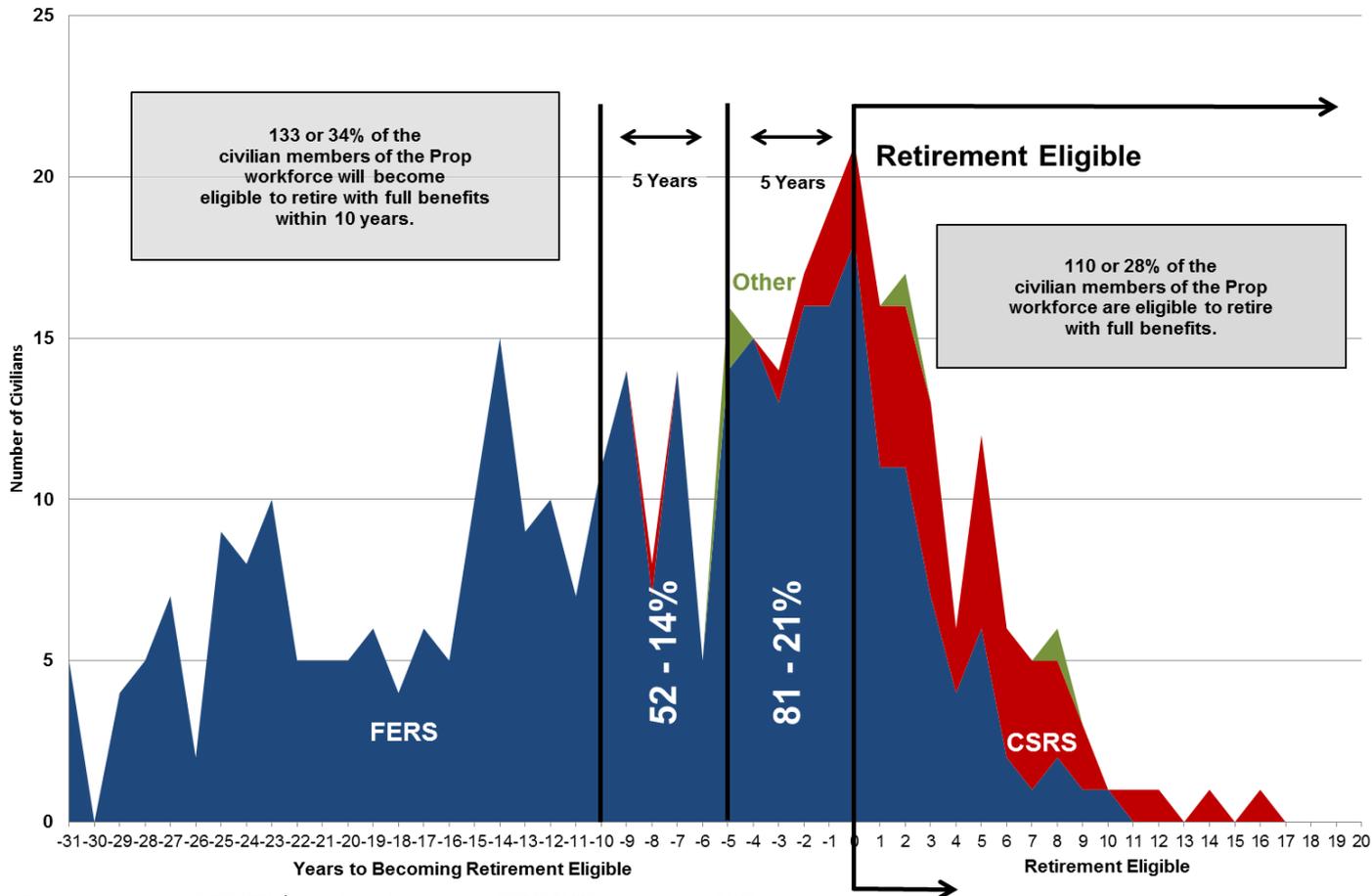


Property Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Prop

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