



Defense Acquisition Workforce Key Information

Purchasing

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 Purchasing and Procurement	FY 2008				FY2016Q1			
	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce	Purch Civilian (Civ)	Purch Military (Mil)	Total Purch (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	1,184	12	1,196	125,879	1,375	0	1,375	156,457
Change in size from 2008	-	-	-	-	16%	-100%	15%	24%
Civilian/Military Composition	99%	1%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	13%	33%	13%	77%	29%	-	29%	84%
Graduate Degree	2%	0%	2%	29%	4%	-	4%	39%
Certification								
Level I or Higher Achieved	59%	0%	59%	72%	60%	-	60%	85%
Level II or Higher Achieved	42%	0%	41%	61%	45%	-	45%	74%
Level III Achieved	21%	0%	20%	36%	5%	-	5%	43%
Position Certification Requirement Met or Exceeded	53%	0%	52%	58%	51%	-	51%	76%
Within 24 Months of Certification Requirement	33%	100%	33%	27%	41%	-	41%	21%
Does Not Meet Certification Requirement	15%	0%	15%	14%	7%	-	7%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	79%	8%	79%	62%	48%	-	48%	40%
Average Age	50.5	30.1	50.3	45.7	48.4	-	48.4	45.3
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	7/23/69(%)	-	-	20/23/57 (%)(Civ)	19/28/53(%)	-	-	26/24/50(%)
Average Years of Service	20.3	9.5	20.2	17.3	13.9	-	13.9	15.2
Retirement Eligible*	265(23%)	-	-	19,051(17%) (Civ)	250(18%)	-	-	23,072(16%)
Retirement Eligible w/i 5 Years*	300(26%)	-	-	21,315(19%) (Civ)	247(18%)	-	-	26,095(18%)
Total Gains/Losses*	337/320	-	-	14,245/15,030 (Civ)	473/309	-	-	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 Purchasing Defense Acquisition Workforce count is 1,375 up from 1,196 in FY08, a total increase of 179
- The Purchasing Defense Acquisition Workforce count was at its highest point (2,438) in FY05, and its lowest point (1,170) in FY07
- The Agencies with the largest increases, since FY08, are DLA, DCMA and DHA, with increases of 280 (160%), 36 (933%) and 17 (900%), respectively
- The Agencies with the largest decreases, since FY08, are AIR FORCE, Navy, and Army with decreases of 68 (-44%), 56 (-9%), and 33 (-10%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

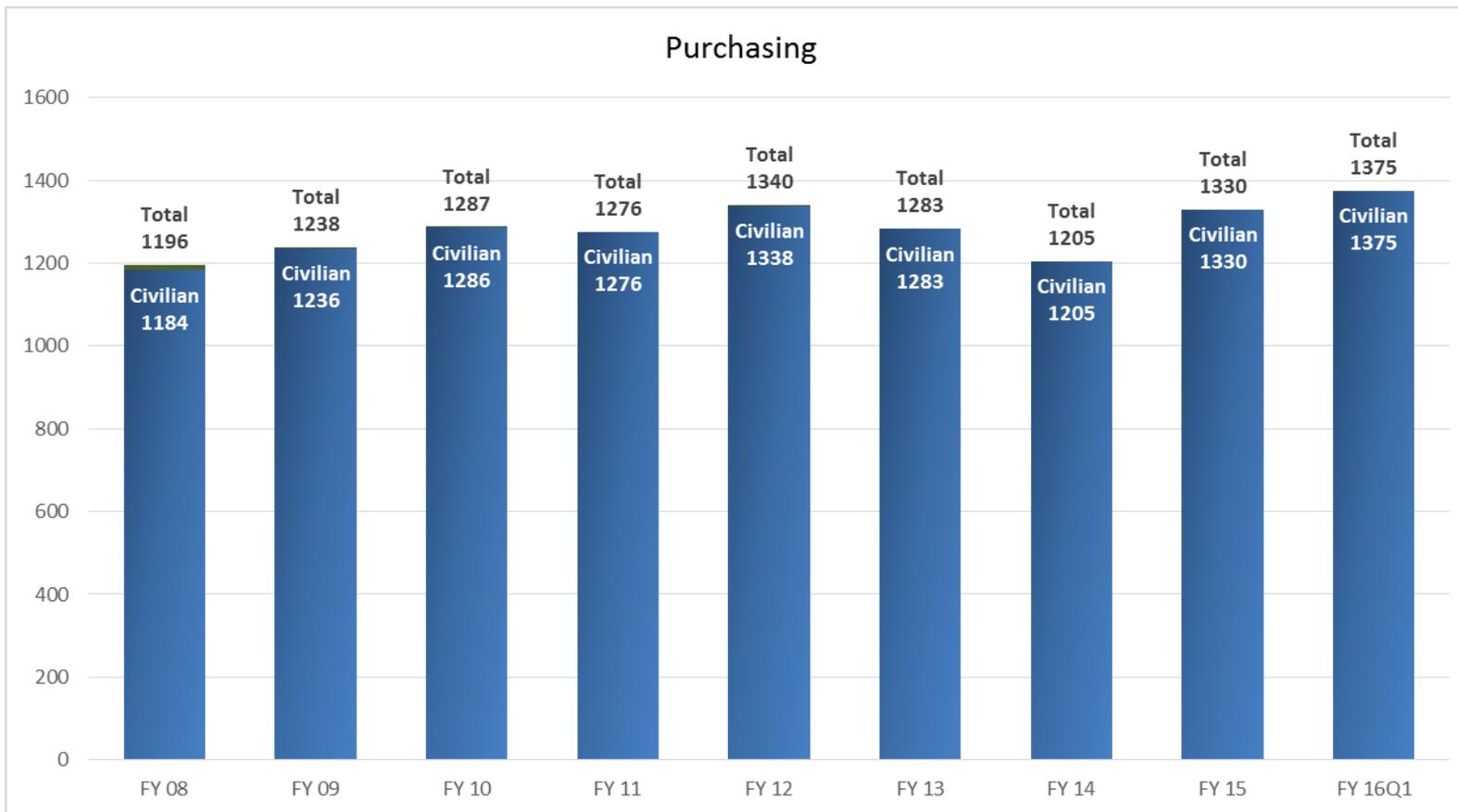
- The current Purchasing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 51.1%; down from 52.1% in FY08
- The current Purchasing Meets/Exceeds certification rate is down 1% from FY08
- The current Purchasing Defense Acquisition Workforce DAWIA 24 month grace period rate is 41.5%; up from 33.2% in FY08
- The current Purchasing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 7.4%; down from 14.7% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 53.1% (730) (10 years or less to retirement eligibility or retirement eligible)
- 18.2% (250) are currently eligible to retire, ↓ from 22.6% in FY08
- Mid Career Group 27.6% (380) (11 to 20 years to retirement), 23.4% in FY08
- Early Career Group 19.3% (265) (21 to 25+ years to retirement), ↑ from 7.4% in FY08

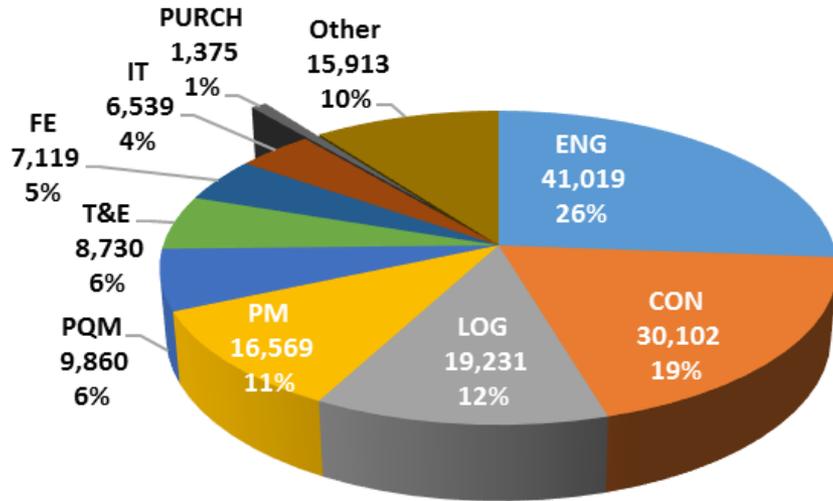


Total Historic Workforce





AWF by Component and Career Field



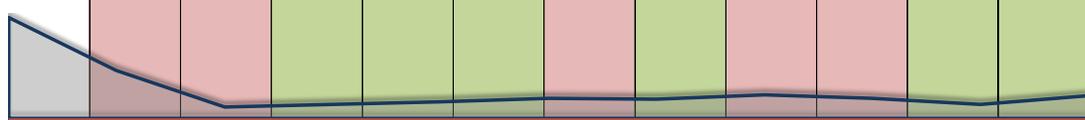
AWF Count by Career Category FY16Q1	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,261	4,261	2.7%
Business - CE	250	569	462	80	1,361	0.9%
Business - FM	1,701	2,042	1,924	589	6,256	4.0%
Contracting	8,011	6,194	8,357	7,540	30,102	19.2%
Engineering	9,079	21,174	8,795	1,971	41,019	26.2%
Facilities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



Purchasing Workforce Historical Size by Agency FY05 – FY16Q1



Purchasing	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
<i>Defense Acq Workforce</i>														
ARMY	345	335	319	319	330	351	358	382	357	265	272	286	-10%	5%
DoN	583	555	580	545	567	562	536	522	501	501	495	489	-9%	-1%
AIR FORCE	627	123	131	142	146	145	131	113	97	80	79	74	-44%	-6%
DCMA	536	445	40	3	2	3	8	3	5	7	31	39	933%	26%
DLA	299	186	72	153	162	188	199	270	279	289	398	433	160%	9%
DCAA	2	-	-	-	-	3	2	8	5	8	6	6		0%
MDA	3	2	2	3	2	1	1	1	1	1	1	1	-67%	0%
DISA	7	4	10	13	19	17	13	15	19	15	16	16	23%	0%
DHA	2	-	3	2	-	-	10	11	9	24	20	19	900%	-5%
DTRA	4	2	1	1	1	2	1	2	2	2	2	1	100%	-50%
DAU	-	-	-	-	-	2	-	-	-	-	-	1		
OSD	-	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	6	-	-	-	-	1	1	1	-	-	-	-		
WHS	2	1	-	1	-	-	-	-	-	-	-	-	-100%	
DFAS	2	1	2	1	-	-	-	-	-	-	-	-	-100%	
DoDEA	17	21	8	9	6	5	7	4	2	7	4	4	-56%	0%
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	1	-	2	2	3	1	1	1	1	0%	0%
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	1	1	1	1	1	1	1	1	1	1	1	0%	0%
DMA	-	-	-	-	1	1	3	2	2	2	2	2		0%
DSS	-	-	-	-	-	1	1	1	1	1	1	1		0%
DTIC	-	-	1	1	-	-	-	-	-	-	-	-	-100%	
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	1	1	-	1	1	2	1	-	-	-	-	-	-100%	
IG	2	2	-	-	-	-	1	1	1	1	1	1		0%
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>	-	1	-	-	-	-	-	-	-	-	-	-		
TOTAL	2,438	1,680	1,170	1,196	1,238	1,287	1,276	1,340	1,283	1,205	1,330	1,375	15.0%	3.4%





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

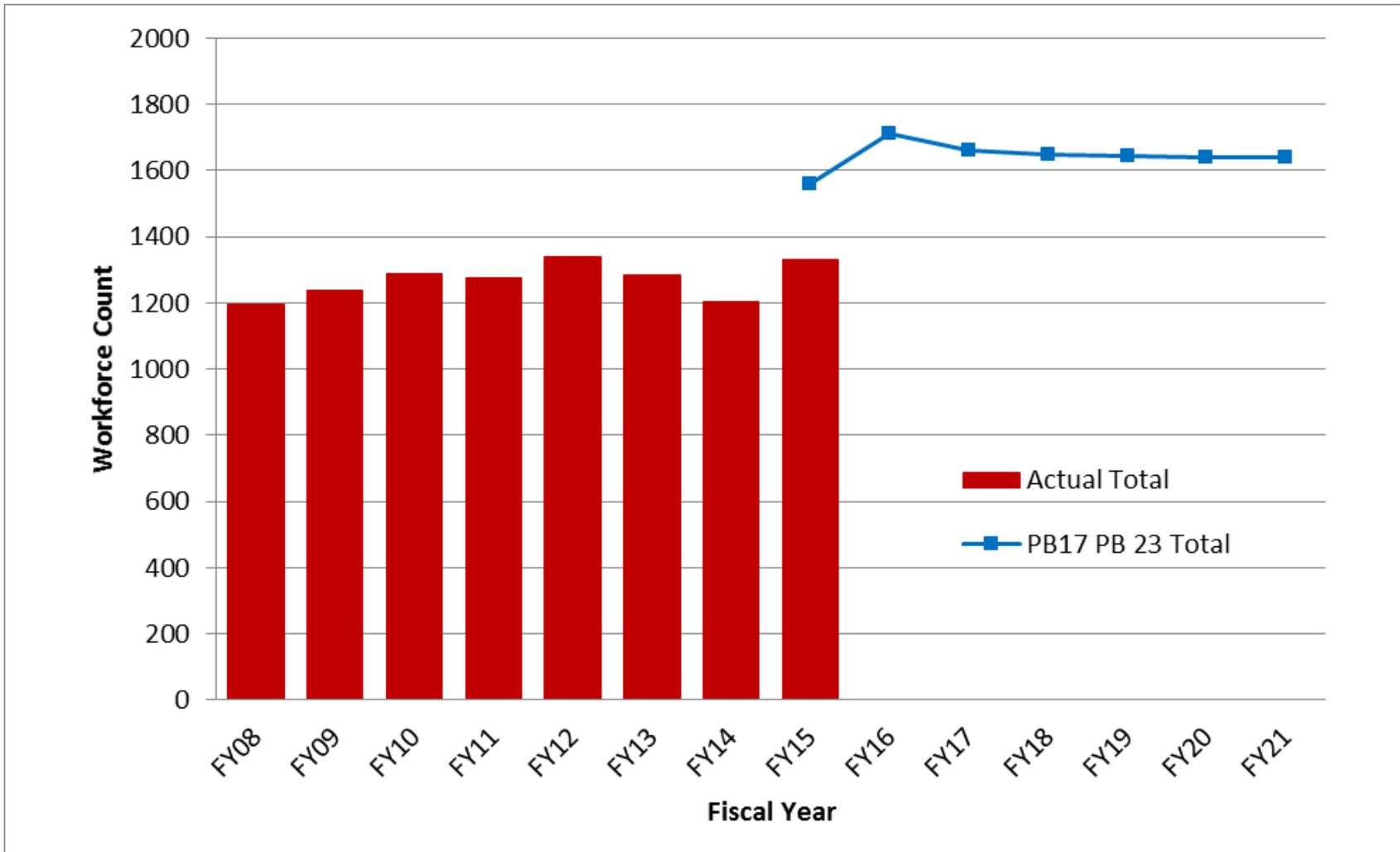


PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection By Component (Civilian + Military)									
Purchasing Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
ARMY	Civilian FTE	272	268	258	248	248	248	248	(24)	-8.8%
DHA	Civilian FTE	197	197	197	197	197	197	197	0	0.0%
DISA	Civilian FTE	20	20	20	20	20	20	20	0	0.0%
DLA	Civilian FTE	514	598	563	560	555	552	549	35	6.8%
DMACT	Civilian FTE	2	2	0	0	0	0	0	(2)	-100.0%
DODEA	Civilian FTE	6	6	6	6	6	6	6	0	0.0%
DTRA	Civilian FTE	2	2	2	2	2	2	2	0	0.0%
MDA	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
NAVY	Civilian FTE	409	460	460	460	460	460	460	51	12.5%
USAF	Civilian FTE	79	98	98	98	98	98	98	19	24.1%
USMC	Civilian FTE	56	58	58	58	58	58	58	2	3.6%
	Civilian FTE Total	1,558	1,710	1,663	1,650	1,645	1,642	1,639	81	5.2%
	Purchasing Total	1,558	1,710	1,663	1,650	1,645	1,642	1,639	81	5.2%

Data Source: OSD CAPE SNAP Database;



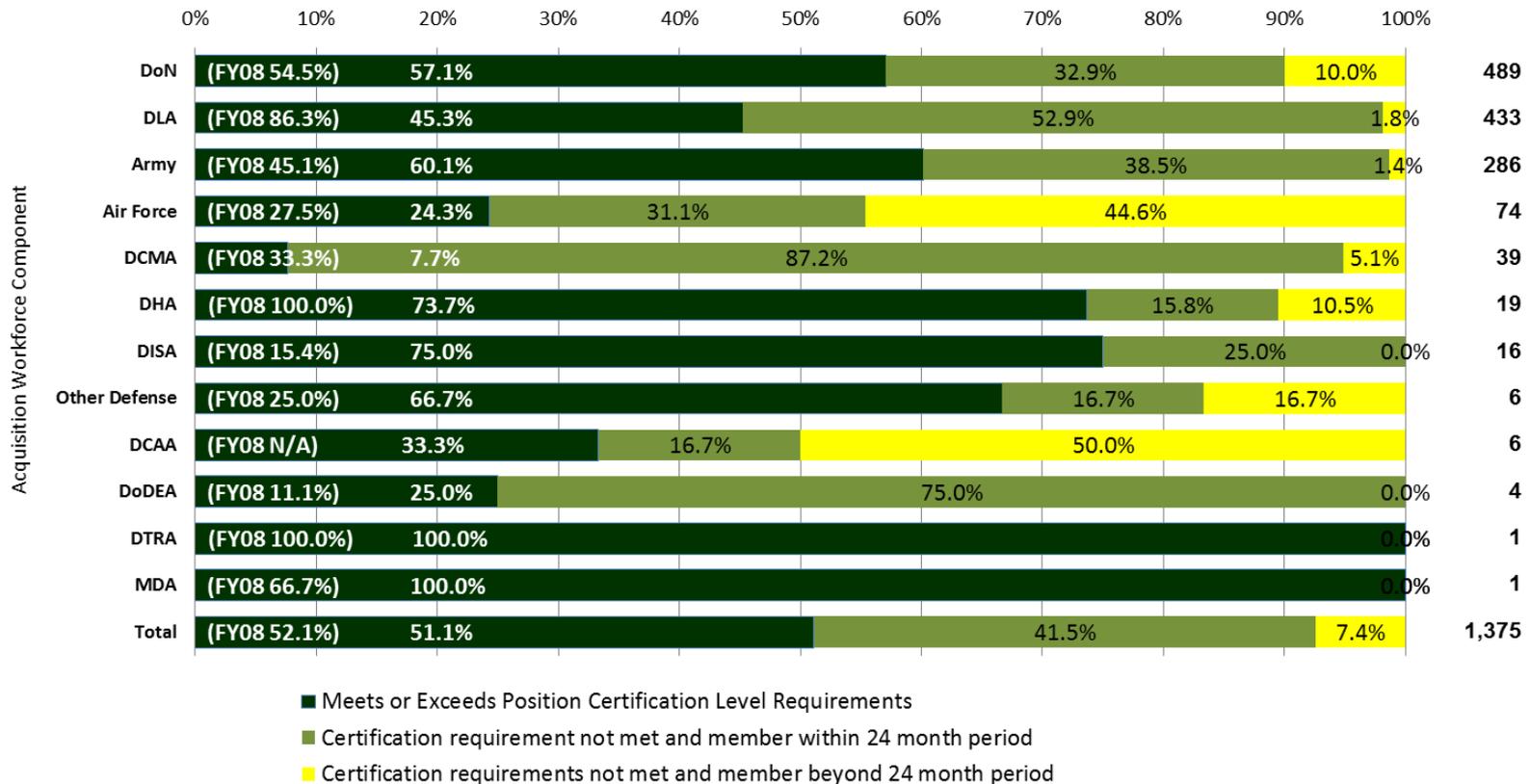
AWF Size FY08-FY15 and President's FY17 Budget PB23 Projection (Civ + Mil)





Purchasing DAWIA Certification by Component

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

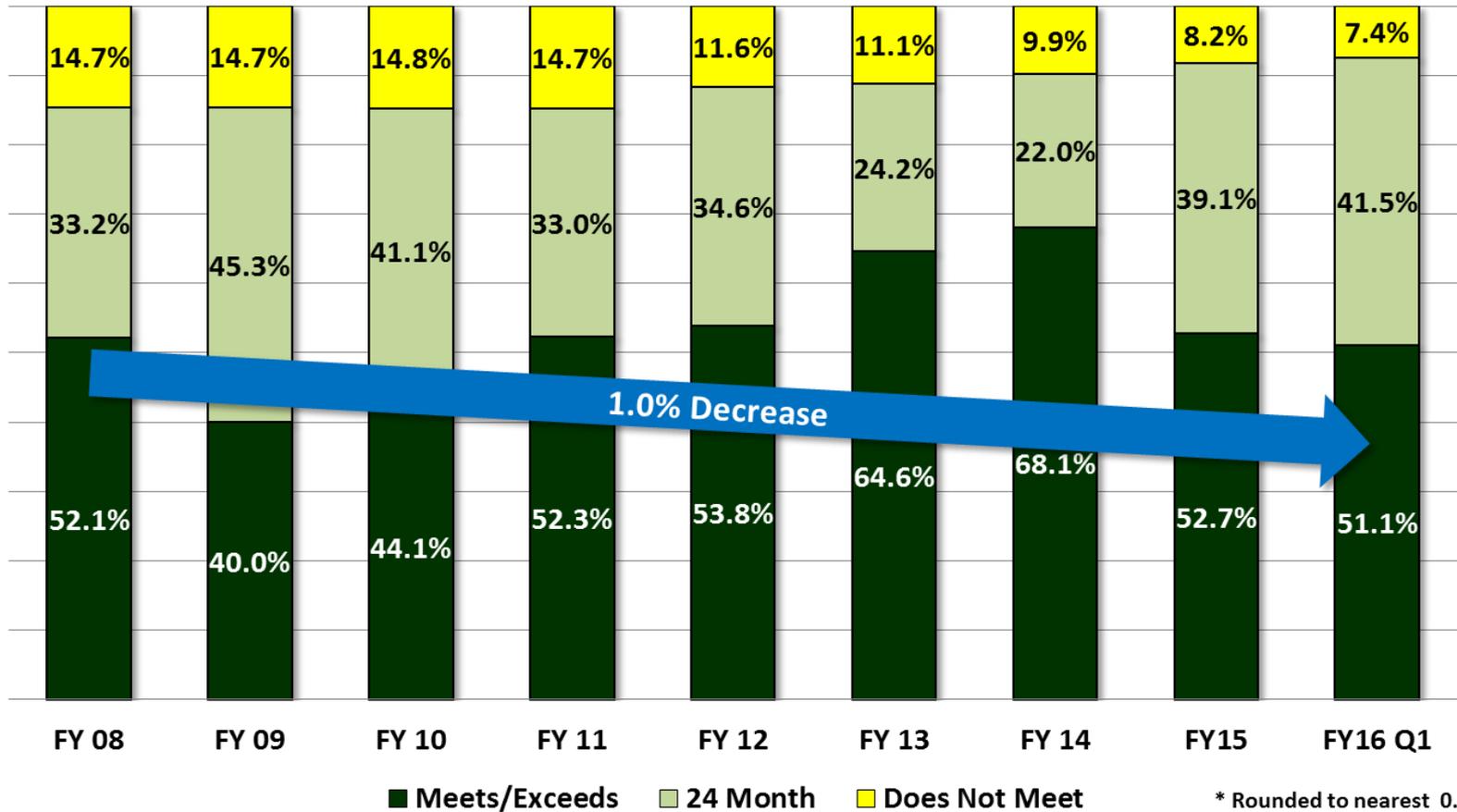




Purchasing Historical DAWIA Certification FY08 – FY16Q1



Purchasing



1.0% Decrease



Purchasing DAWIA Certification Matrix + Bench Strength

Purchasing	Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	187	91	72	10	360	48.1%
Level II	337	105	465	61	968	54.3%
Level III	6	1	3	2	12	16.7%
Unspecified	21	6	6	2	35	
FY16Q1 TOTAL	551	203	546	75	1,375	51.1%
	40.1%	14.8%	39.7%	5.5%		

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%	
Purchasing	143	10.7%	4 of 13

** Based on population total without unspecified positions

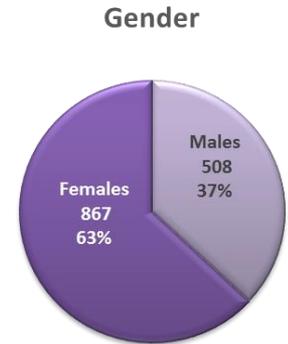
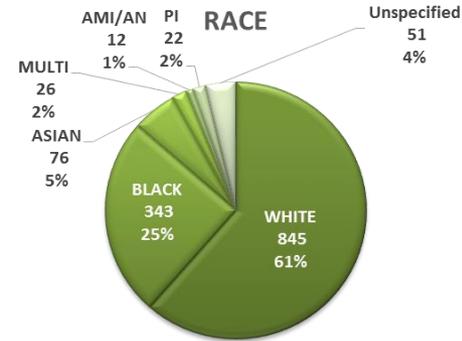
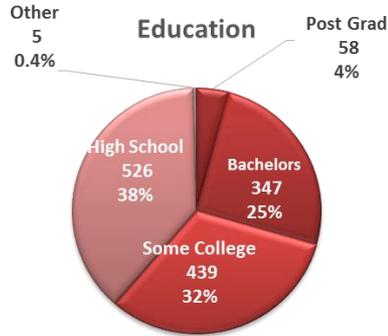
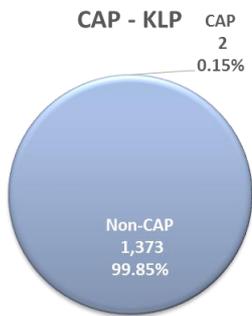
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	173	141	46	360	26.2%
Level II	526	406	36	968	70.4%
Level III	2	7	3	12	0.9%
Unspecified	2	16	17	35	2.5%
Purchasing TOTAL	703	570	102	1,375	
	51.1%	41.5%	7.4%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Purchasing Demographics



Occupied Position Type	Purchasing TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	1,045
Critical Acquisition Positions (CAPs) *	2	15,648
Non-CAP Positions	1,373	139,764
TOTAL	1,375	156,457

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

Highest Level of Education	Purchasing TOTAL	Entire DAW
Post Grad	58	61,677
Bachelors	347	69,639
Some College	439	11,962
High School	526	12,560
Other	5	619
TOTAL	1,375	156,457

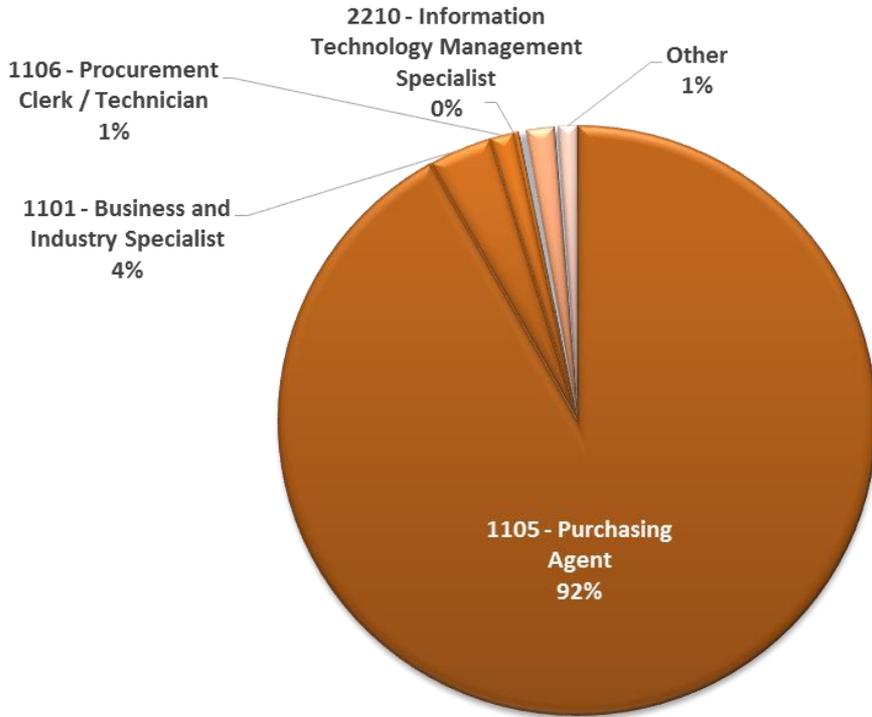
Military / Civilian	Purchasing TOTAL	Entire DAW
Civilian	1,375	141,089
Military	-	15,368
TOTAL	1,375	156,457

Race	Purchasing TOTAL	Entire DAW
WHITE	845	117,200
BLACK	343	18,728
ASIAN	76	10,191
MULTI	26	3,378
AMI/AN	12	858
PI	22	744
Unspecified	51	5,358
TOTAL	1,375	156,457

Gender	Purchasing TOTAL	Entire DAW
Males	508	110,589
Females	867	45,715
Unspecified	-	153
TOTAL	1,375	156,457



Purchasing Size by Occupational Series



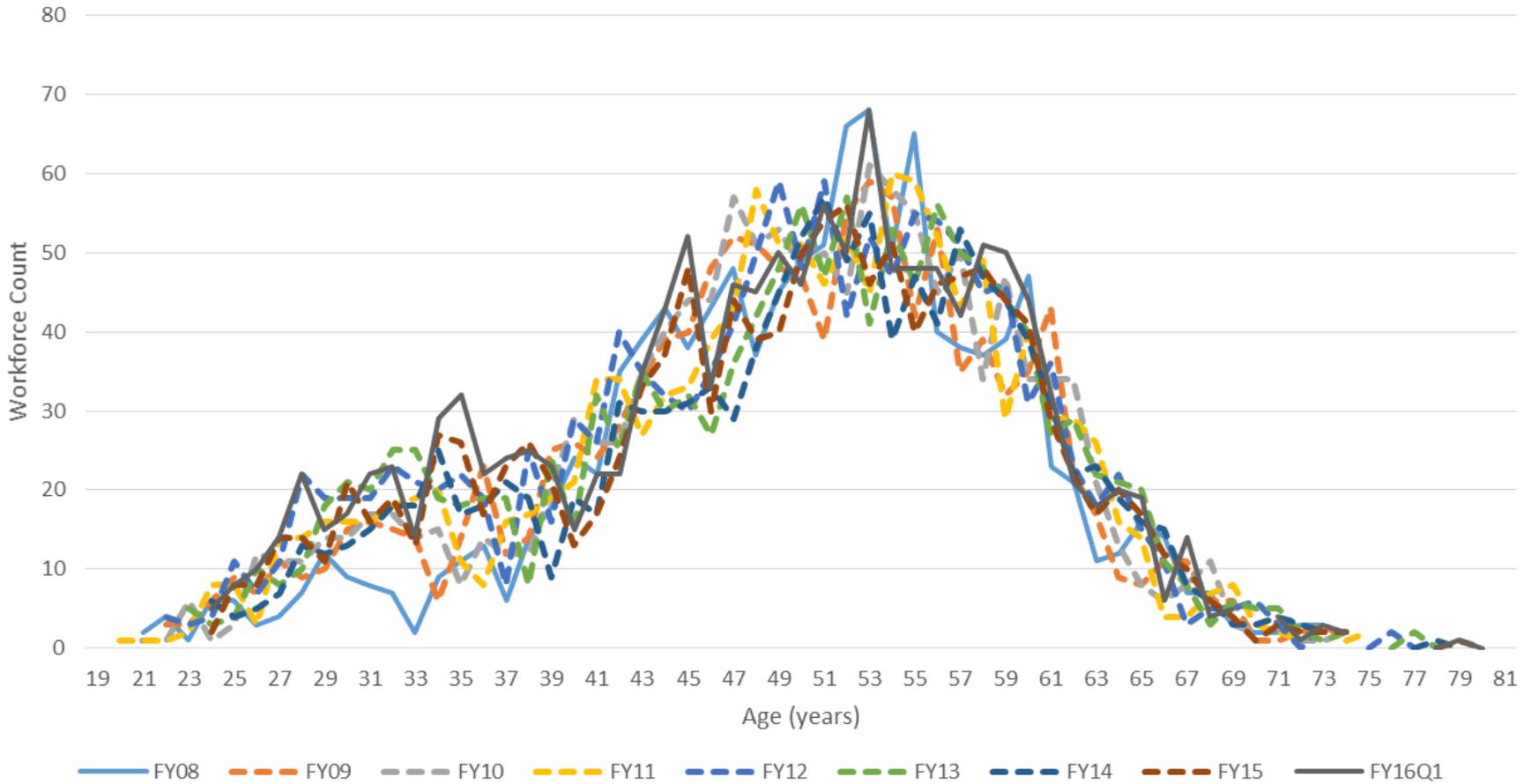
Civilian Occupational Series	Purchasing TOTAL	
1105 - Purchasing Agent	1,263	91.9%
1101 - Business and Industry Specialist	47	3.4%
1106 - Procurement Clerk / Technician	18	1.3%
2210 - Information Technology Management Specialist	-	0.00%
0301 - Administration & Program Staff	4	0.29%
1102 - Contract Specialist	2	0.15%
0343 - Management and Program Analyst	3	0.22%
1910 - Quality Assurance Specialist	21	1.53%
2003 - Supply Management Specialist	1	0.07%
2001 - Supply Specialist	2	0.15%
Other	14	1.02%
TOTAL CIVILIAN	1,375	Civilians



Age Demographics



Purchasing Age Demographics

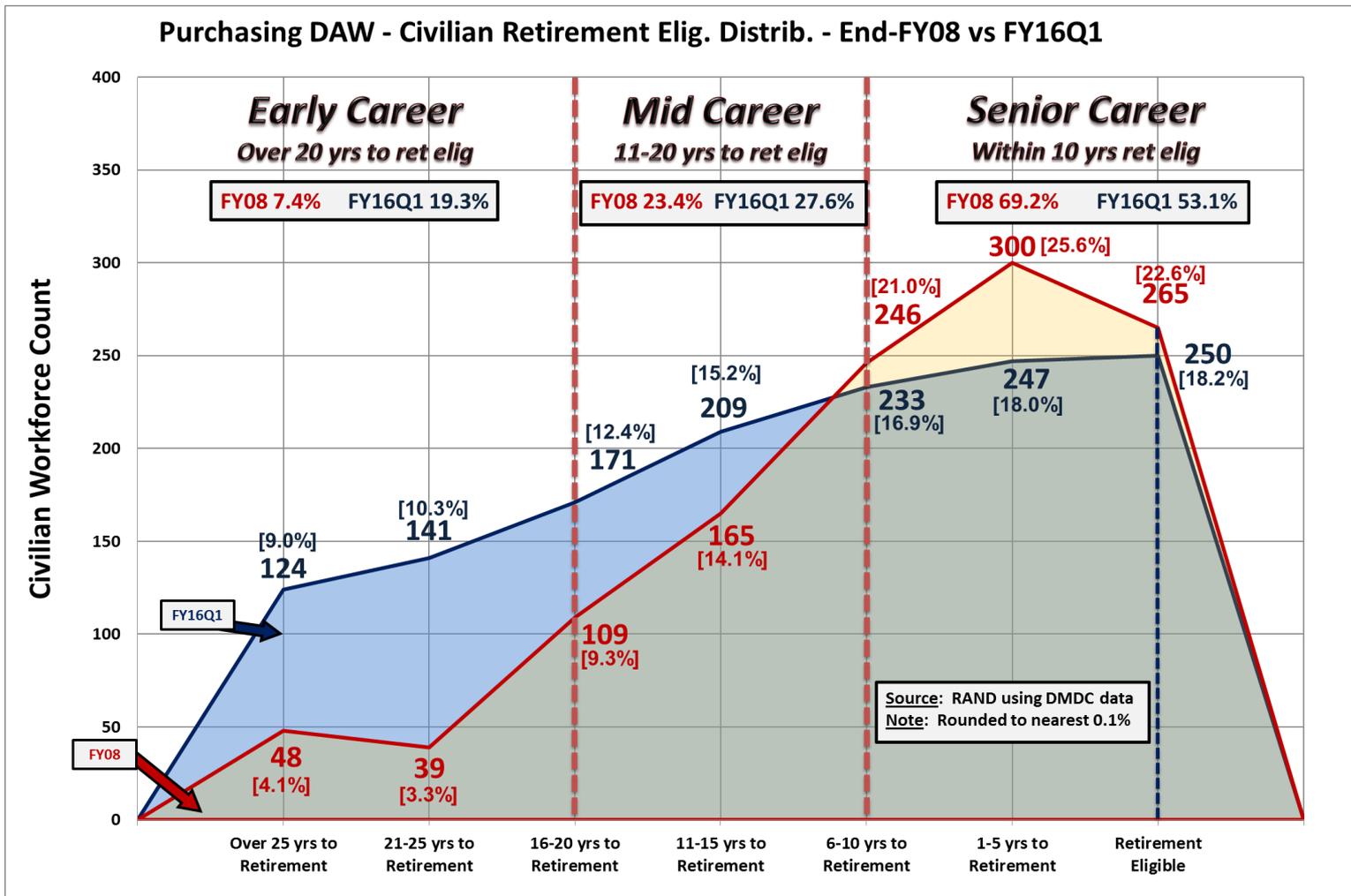




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Purchasing Civilian Retirement Eligibility Distribution – FY08 / FY16Q1



As of FY16Q1 (31 Dec 2015)

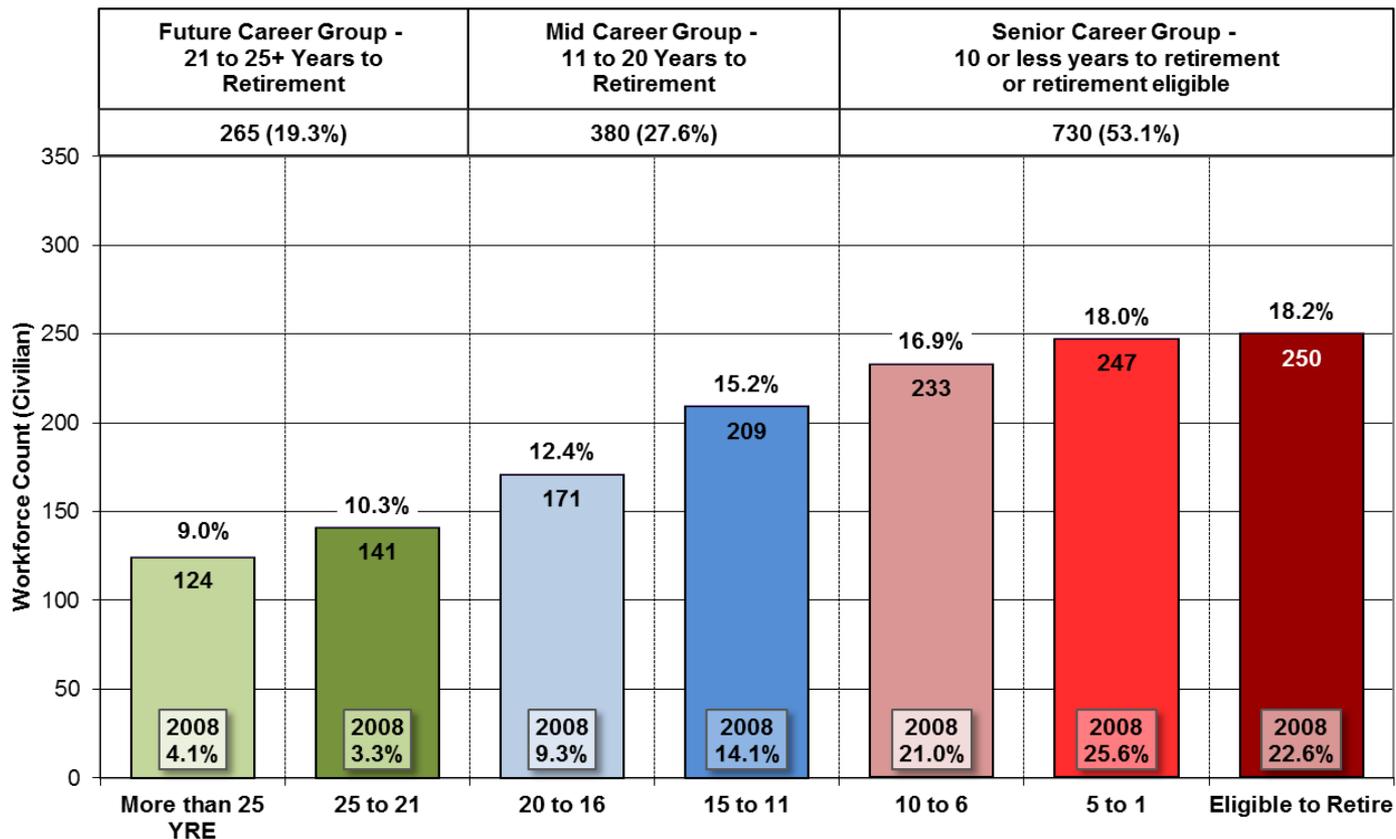


Purchasing Workforce Lifecycle Model by YRE



Defense Acquisition Workforce Lifecycle Model (WLM)

by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q1) - Purchasing and Procurement



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)

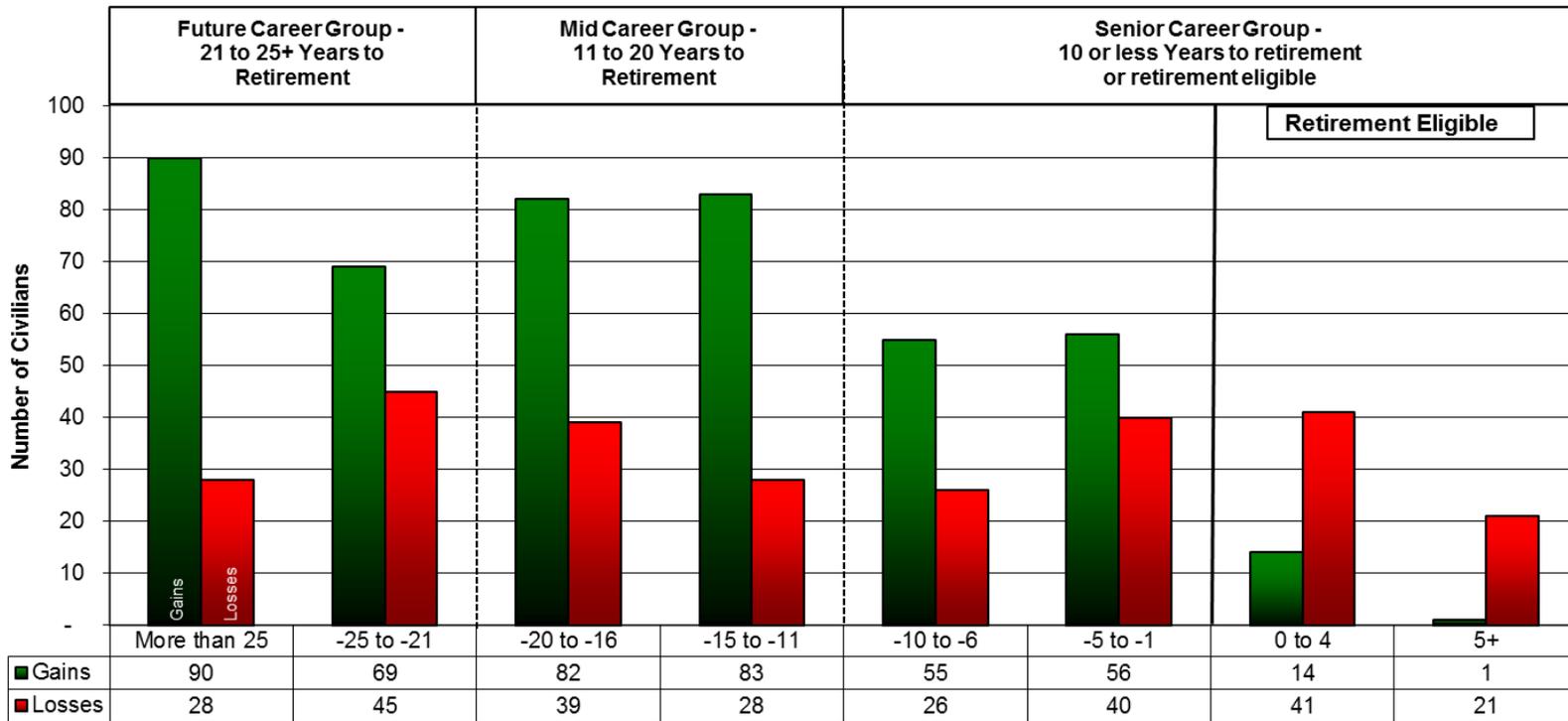


Purchasing Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - Purch

Workforce Lifecycle FY2016Q1 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

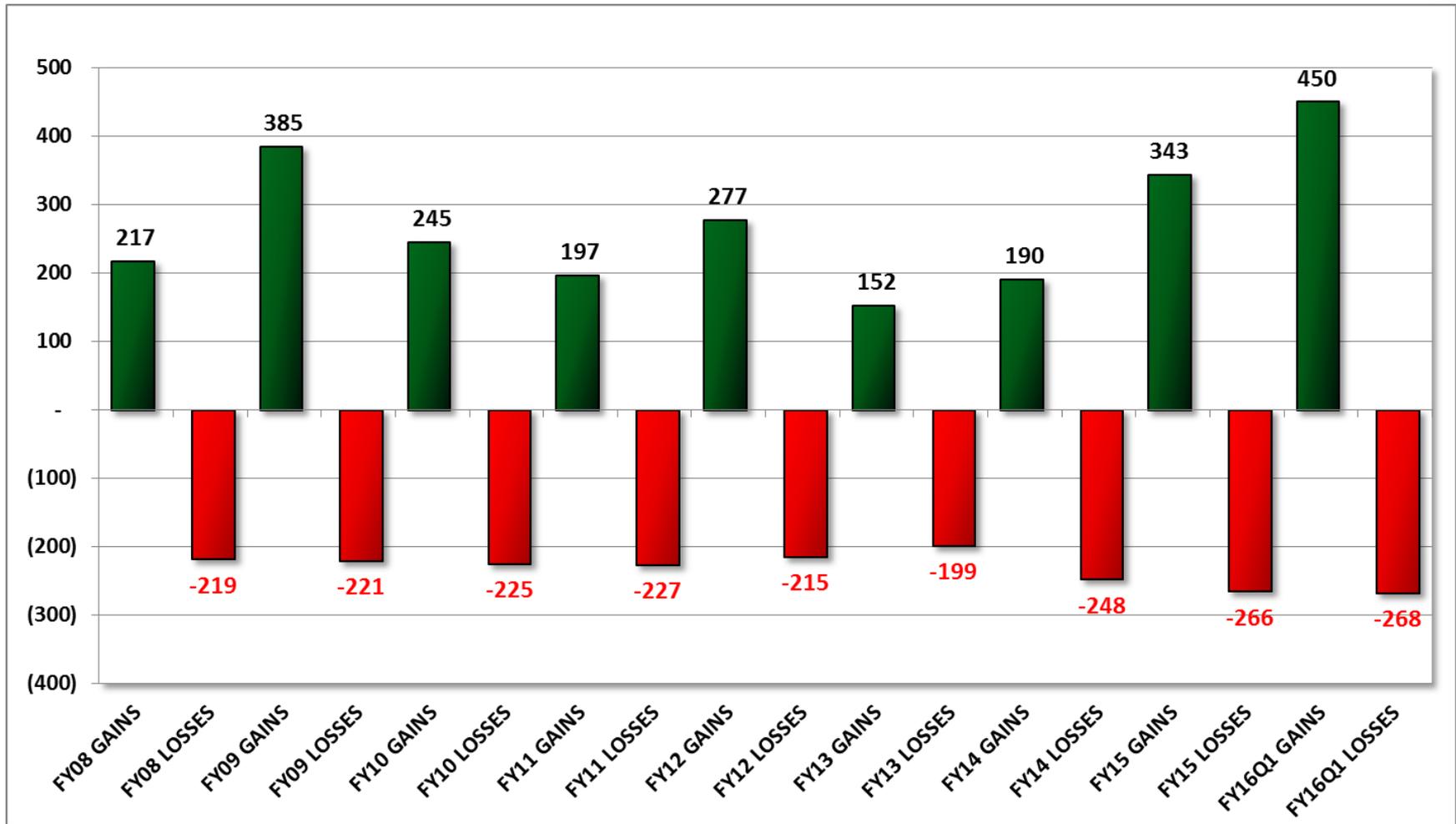
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q1 and Previous FY Data)

*Does not include administrative gains and losses

As of FY16Q1 (31 Dec 2015)



Purchasing Historical Gains and Losses FY08 – FY16Q1



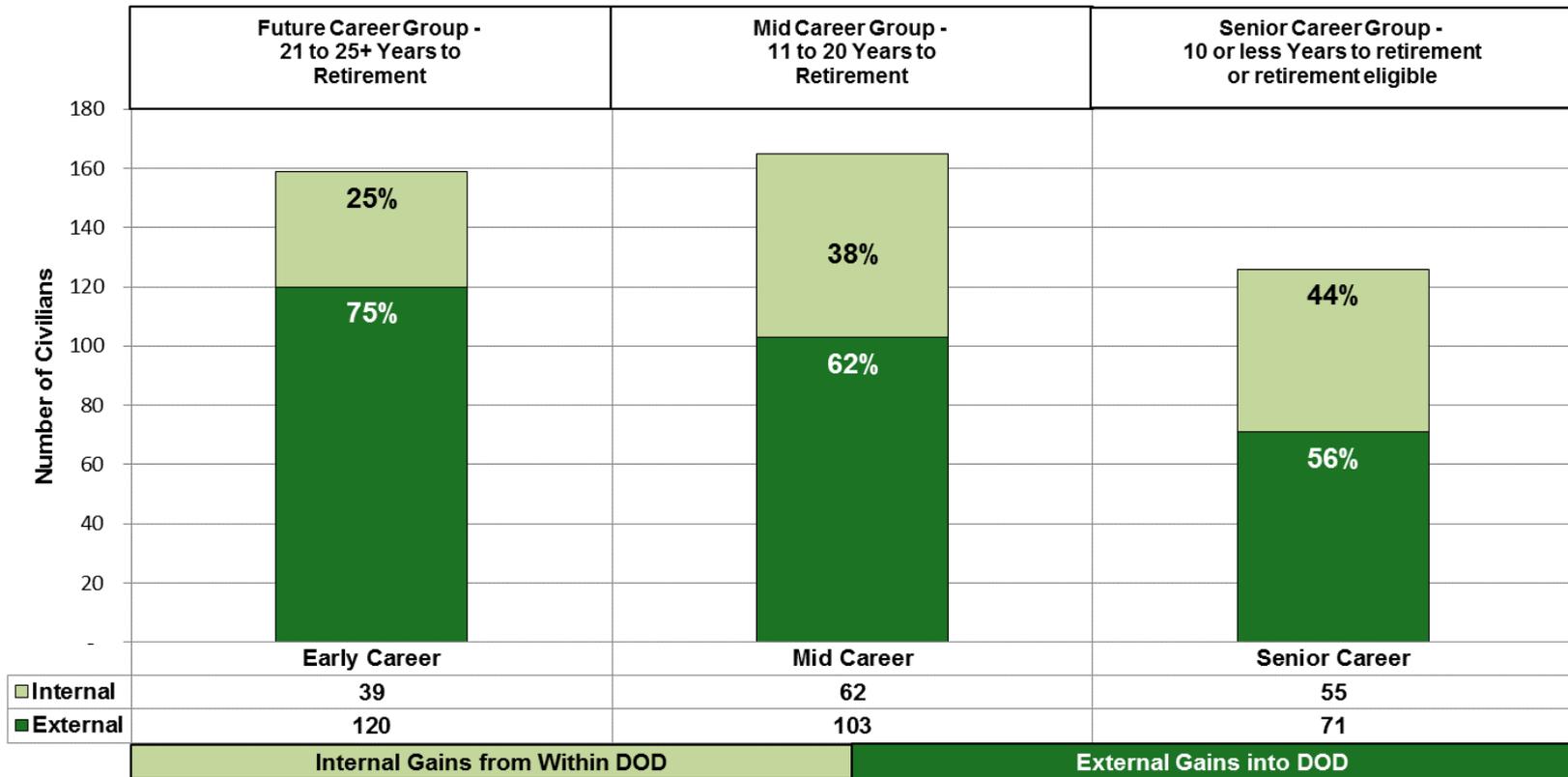
As of FY16Q1 (31 Dec 2015)



Purchasing Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - Purch 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)

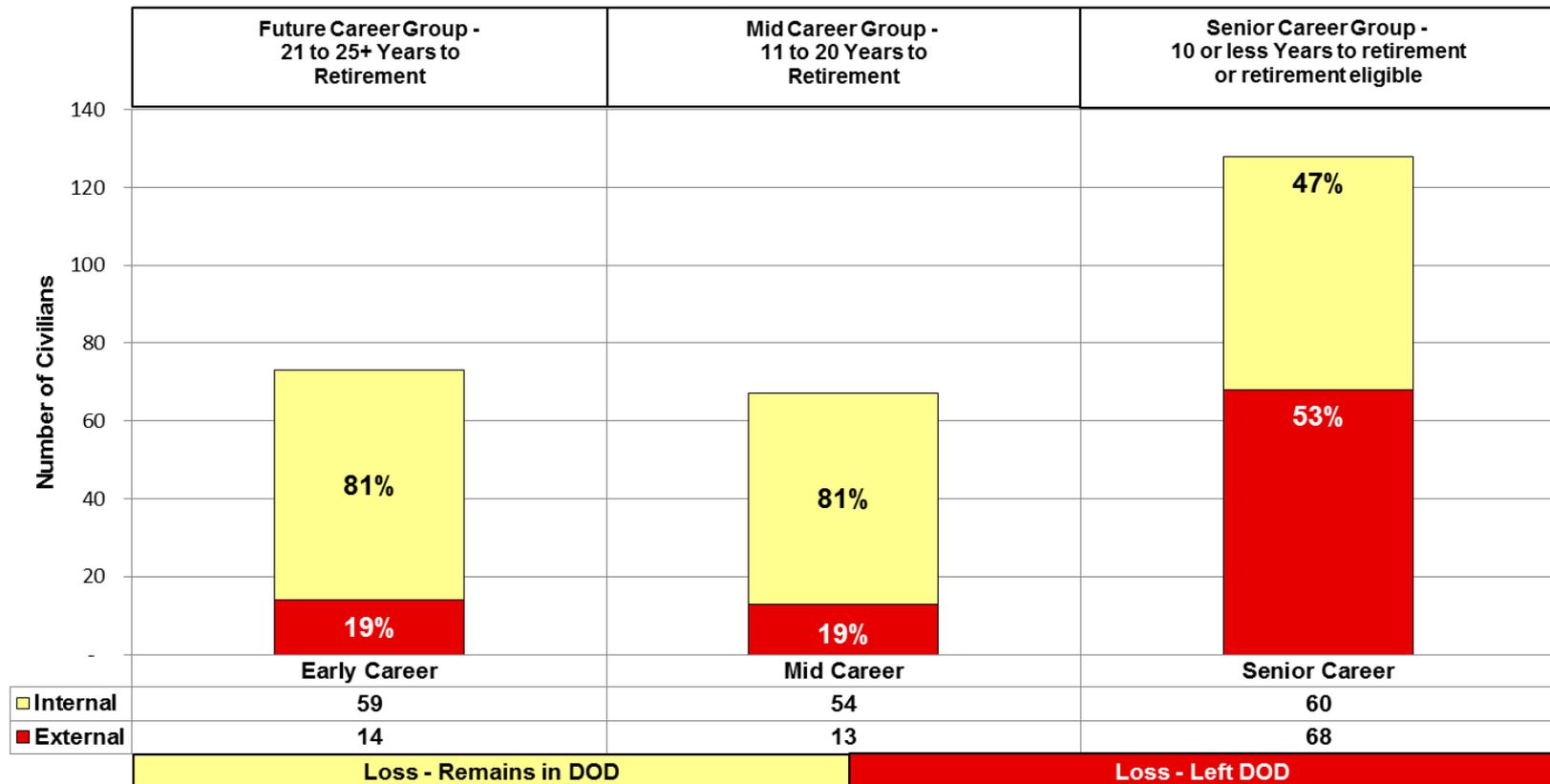


Purchasing Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - Purch

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

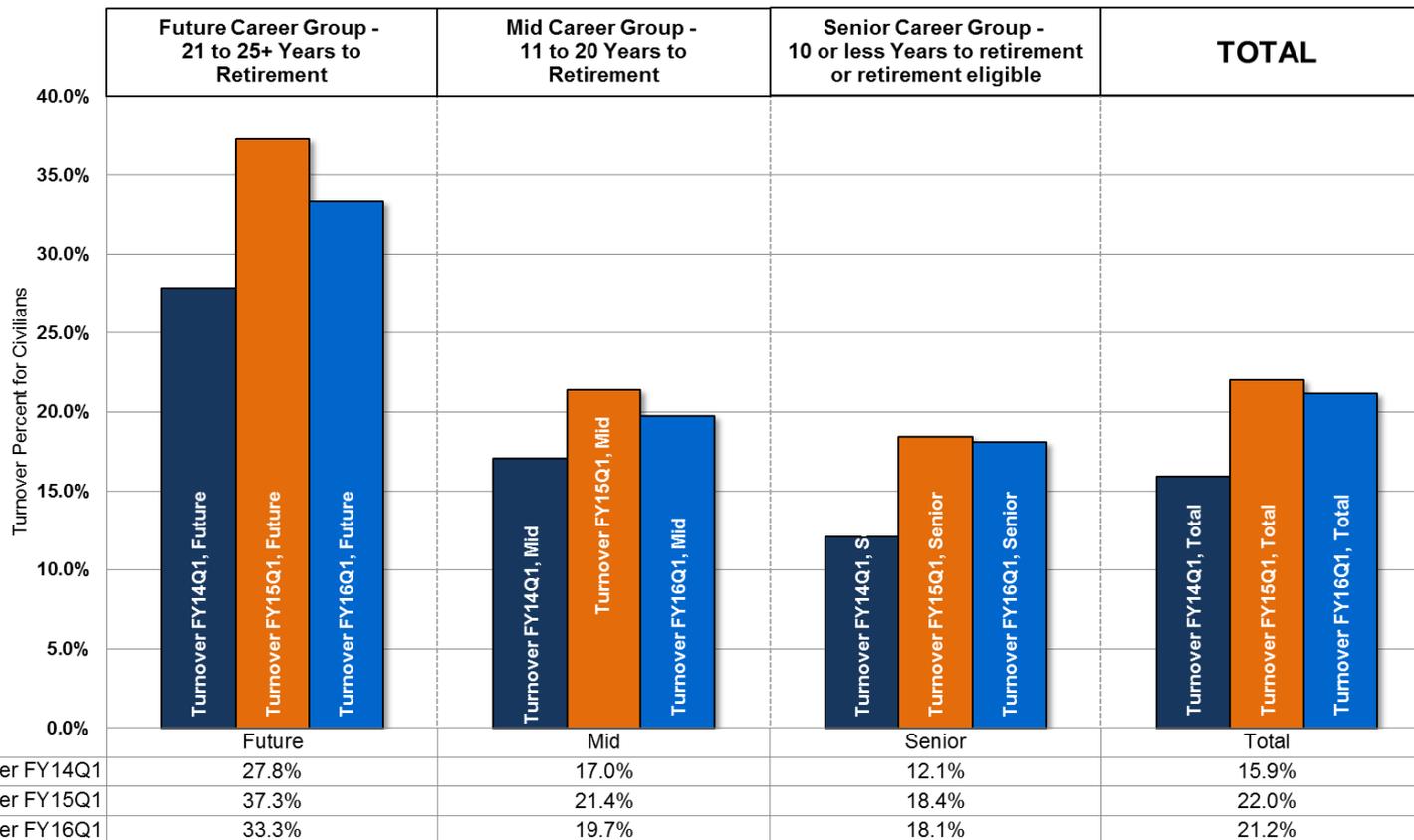
As of FY16Q1 (31 Dec 2015)



Purchasing Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q1 (31 Dec 2015)

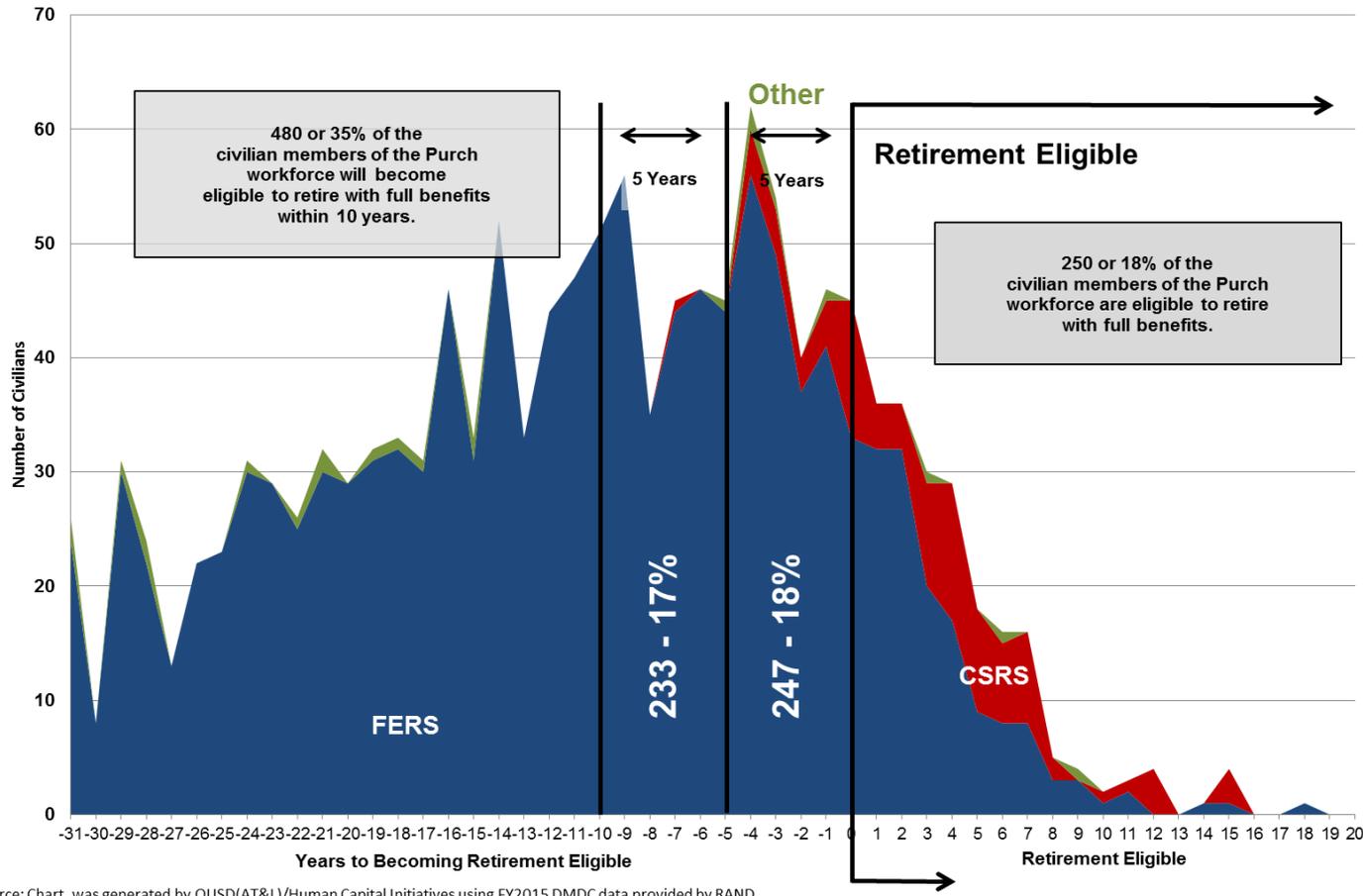


Purchasing Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Purch

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



As of FY16Q1 (31 Dec 2015)



END