



Defense Acquisition Workforce Key Information

Test and Evaluation

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**
 - **Mrs. Adrienne Evertson (Adrienne.evertson@hci.mil)(703-805-2338)**



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Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Test and Evaluation	FY 2008				FY2016Q1			
	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce	T&E Civilian (Civ)	T&E Military (Mil)	Total T&E (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	5,608	1,812	7,420	125,879	6,981	1,749	8,730	156,457
Change in size from 2008	-	-	-	-	24%	-3%	18%	24%
Civilian/Military Composition	76%	24%	-	88% / 12%	80%	20%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	95%	91%	94%	77%	98%	92%	96%	84%
Graduate Degree	30%	43%	33%	29%	40%	57%	43%	39%
Certification								
Level I or Higher Achieved	76%	49%	69%	72%	86%	62%	81%	85%
Level II or Higher Achieved	68%	24%	57%	61%	79%	33%	70%	74%
Level III Achieved	52%	8%	41%	36%	60%	14%	50%	43%
Position Certification Requirement Met or Exceeded	65%	28%	56%	58%	79%	42%	71%	76%
Within 24 Months of Certification Requirement	23%	55%	30%	27%	16%	50%	23%	21%
Does Not Meet Certification Requirement	13%	17%	14%	14%	5%	8%	6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	58%	10%	46%	62%	41%	1%	33%	40%
Average Age	43.8	34.6	41.5	45.7	44.6	34.3	42.5	45.3
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	30/25/46(%)	-	-	20/23/57 (%)(Civ)	32/20/48(%)	-	-	26/24/50(%)
Average Years of Service	15.4	11.5	14.5	17.3	15.6	12.0	14.8	15.2
Retirement Eligible*	572(10%)	-	-	19,051(17%) (Civ)	1,014(15%)	-	-	23,072(16%)
Retirement Eligible w/in 5 Years*	782(14%)	-	-	21,315(19%) (Civ)	1,357(19%)	-	-	26,095(18%)
Total Gains/Losses*	926/934	-	-	14,245/15,030 (Civ)	855/665	-	-	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 Test and Evaluation Defense Acquisition Workforce count is 8,730, up from 7,458 in FY08, a total increase of 1,272
- The Test and Evaluation Defense Acquisition Workforce count was at its highest point (8,730) in FY16Q1, and its lowest point (7,280) in FY06
- The Agencies with the largest increases, since FY08, are NAVY, AIR FORCE, and MDA, with increases of 894 (36%), 430 (16%), and 168 (195%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DCMA, and DTRA, with decreases of 201 (-9%), 21 (-68%), and 4 (-36%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

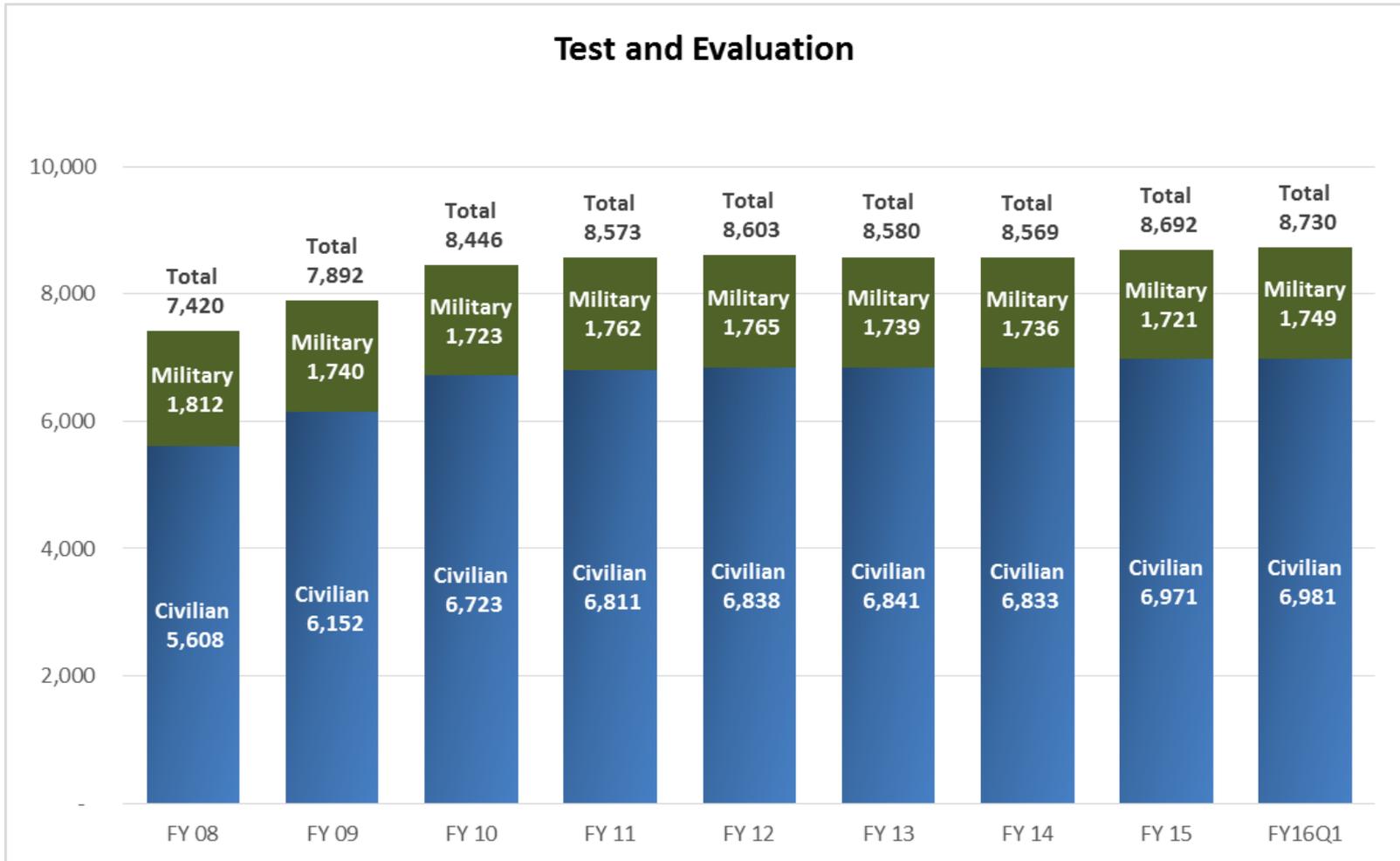
- The current Test and Evaluation Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 71.3%; up from 55.8% in FY08
- The current Test and Evaluation Meets/Exceeds certification rate is up 15.5% from FY08
- The current Test and Evaluation Defense Acquisition Workforce DAWIA 24 month grace period rate is 23.2%; down from 30.4% in FY08
- The current Test and Evaluation Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.5%; down from 13.8% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 47.7% (3,325) (10 years or less to retirement eligibility or retirement eligible)
- 14.5% (1,014) are currently eligible to retire, ↑ from 10.2% in FY08
- Mid Career Group 20% (1,395) (11 to 20 years to retirement), 24.8% in FY08
- Early Career Group 32.3% (2,354) (21 to 25+ years to retirement), ↑ from 29.6% in FY08

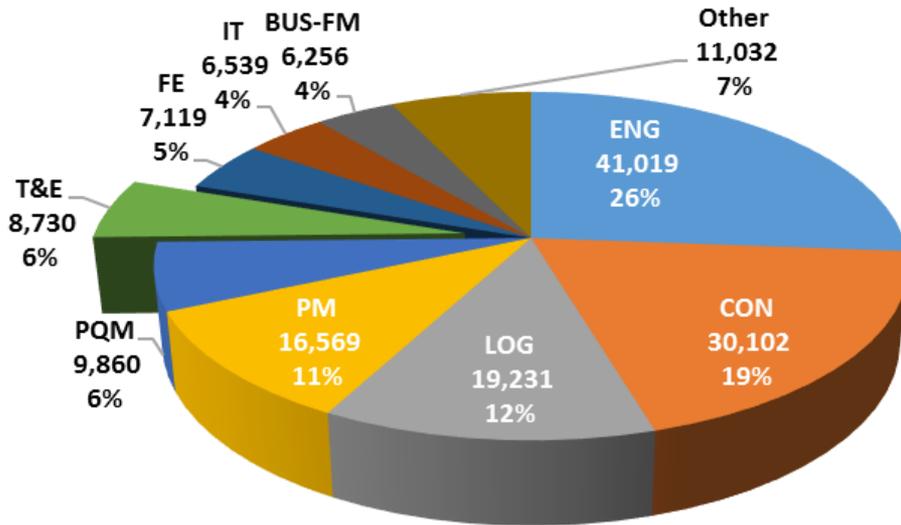


Total Historic Workforce





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



Test and Evaluation Workforce Historical Size by Agency FY05 – FY16Q1



Test and Evaluation	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q1	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	2,461	2,141	2,135	2,135	2,235	2,304	2,298	2,116	2,080	2,037	1,956	1,934	-9%	-1%
DoN	2,453	2,447	2,549	2,476	2,833	3,000	3,022	3,086	3,114	3,179	3,328	3,370	36%	1%
AIR FORCE	2,416	2,598	2,592	2,622	2,630	2,838	2,936	3,033	3,001	2,975	3,027	3,052	16%	1%
DCMA	3	6	36	31	23	20	7	5	5	3	9	10	-68%	11%
DLA	2	2	10	1	2	4	4	3	1	1	1	-	-100%	-100%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	38	57	51	86	103	201	221	245	265	262	260	254	195%	-2%
DISA	-	7	27	37	34	47	55	53	56	53	51	49	32%	-4%
DHA	-	-	-	-	1	1	2	5	4	4	4	4		0%
DTRA	-	9	11	11	10	9	8	8	7	6	7	7	-36%	0%
DAU	9	8	-	6	6	6	6	8	8	7	6	6	0%	0%
OSD	1	1	7	3	2	5	5	7	5	6	7	7	133%	0%
JCS	-	-	-	-	-	-	-	22	19	18	18	18		0%
DeCA	-	-	-	-	-	-	-	-	1	1	1	1		0%
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	2	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	1	2	-	6	7	8	9	12	14	17	17	18	200%	6%
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
IG	-	-	1	1	-	-	-	-	-	-	-	-	-100%	
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	4	6	3	-	-	-	-	-	-		
TOTAL	7,384	7,280	7,419	7,420	7,892	8,446	8,573	8,603	8,580	8,569	8,692	8,730	17.7%	0.4%





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%
Science & Technology 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

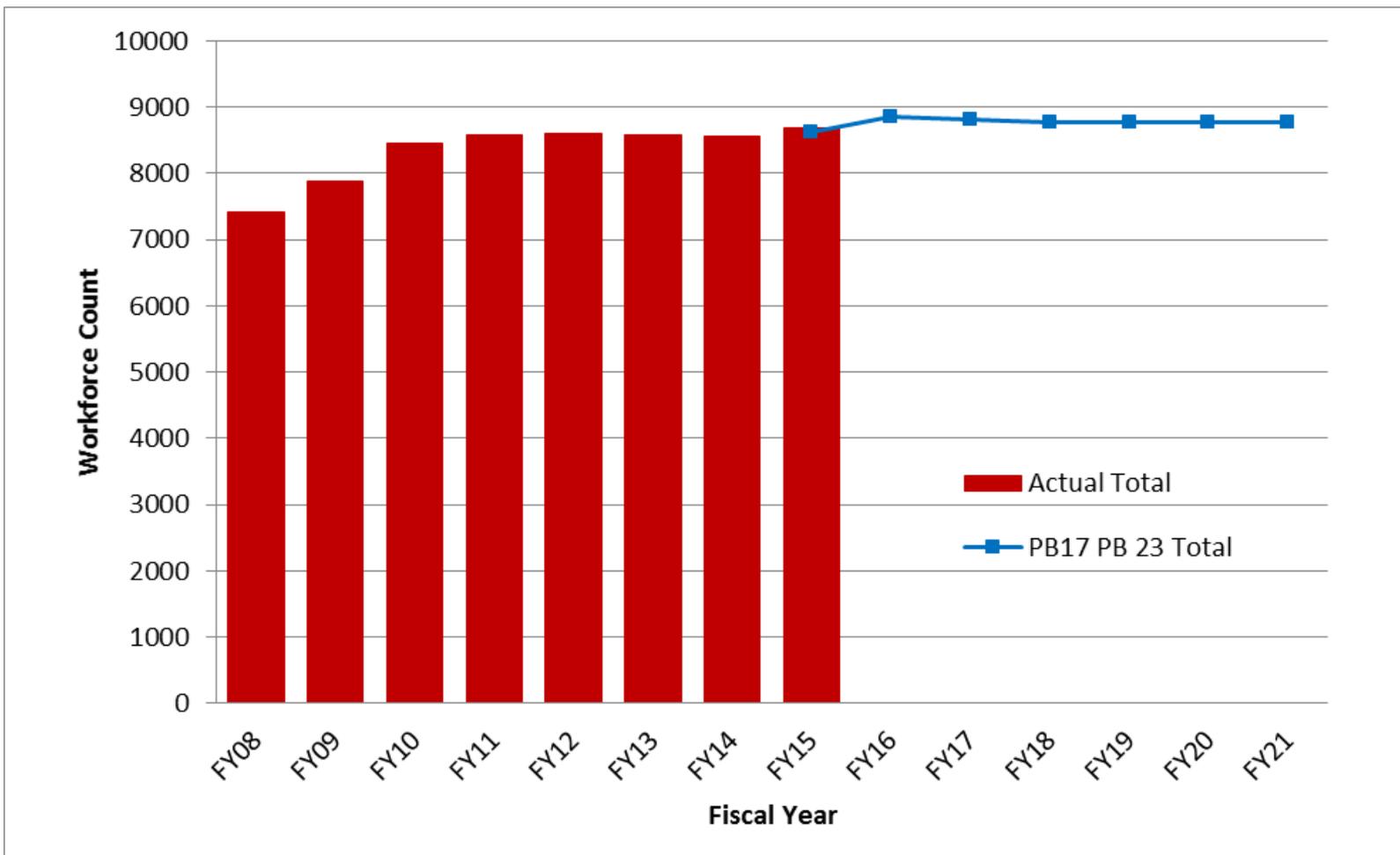


PB23 Jan 2016 Submission	Defense Acquisition Workforce Projection By Component (Civilian + Military)									
Test & Evaluation Career Field Workforce Component/Agency	Resource Type	FY15	FY16	FY17	FY18	FY19	FY20	FY21	Change from FY15	% change
ARMY	Civilian FTE	1,934	1,915	1,904	1,872	1,872	1,872	1,872	(62)	-3.2%
DAU	Civilian FTE	6	6	6	6	6	6	6	0	0.0%
DECA	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
DHA	Civilian FTE	28	28	28	28	28	28	28	0	0.0%
DISA	Civilian FTE	69	70	72	74	77	80	80	11	15.9%
DLA	Civilian FTE	12	14	14	14	14	14	14	2	16.7%
DTRA	Civilian FTE	8	8	8	8	8	8	8	0	0.0%
JCS	Civilian FTE	20	20	18	18	18	18	18	(2)	-10.0%
MDA	Civilian FTE	299	276	256	246	248	251	251	(48)	-16.1%
NAVY	Civilian FTE	2,777	2,823	2,822	2,818	2,814	2,814	2,814	37	1.3%
SOCOM	Civilian FTE	1	1	1	1	1	1	1	0	0.0%
USAF	Civilian FTE	1,781	1,723	1,721	1,706	1,706	1,705	1,704	(77)	-4.3%
USMC	Civilian FTE	66	64	64	64	64	64	64	(2)	-3.0%
ARMY	Military ES	24	27	27	27	27	27	27	3	12.5%
NAVY	Military ES	304	305	303	303	303	303	303	(1)	-0.3%
USAF	Military ES	1,247	1,511	1,510	1,510	1,510	1,510	1,510	263	21.1%
USMC	Military ES	56	68	68	68	68	68	68	12	21.4%
	Civilian FTE Total	7,002	6,949	6,915	6,856	6,857	6,862	6,861	(141)	-2.0%
	Military ES Total	1,631	1,911	1,908	1,908	1,908	1,908	1,908	277	17.0%
	T&E Total	8,633	8,860	8,823	8,764	8,765	8,770	8,769	136	1.6%

Data Source: OSD CAPE SNAP Database;



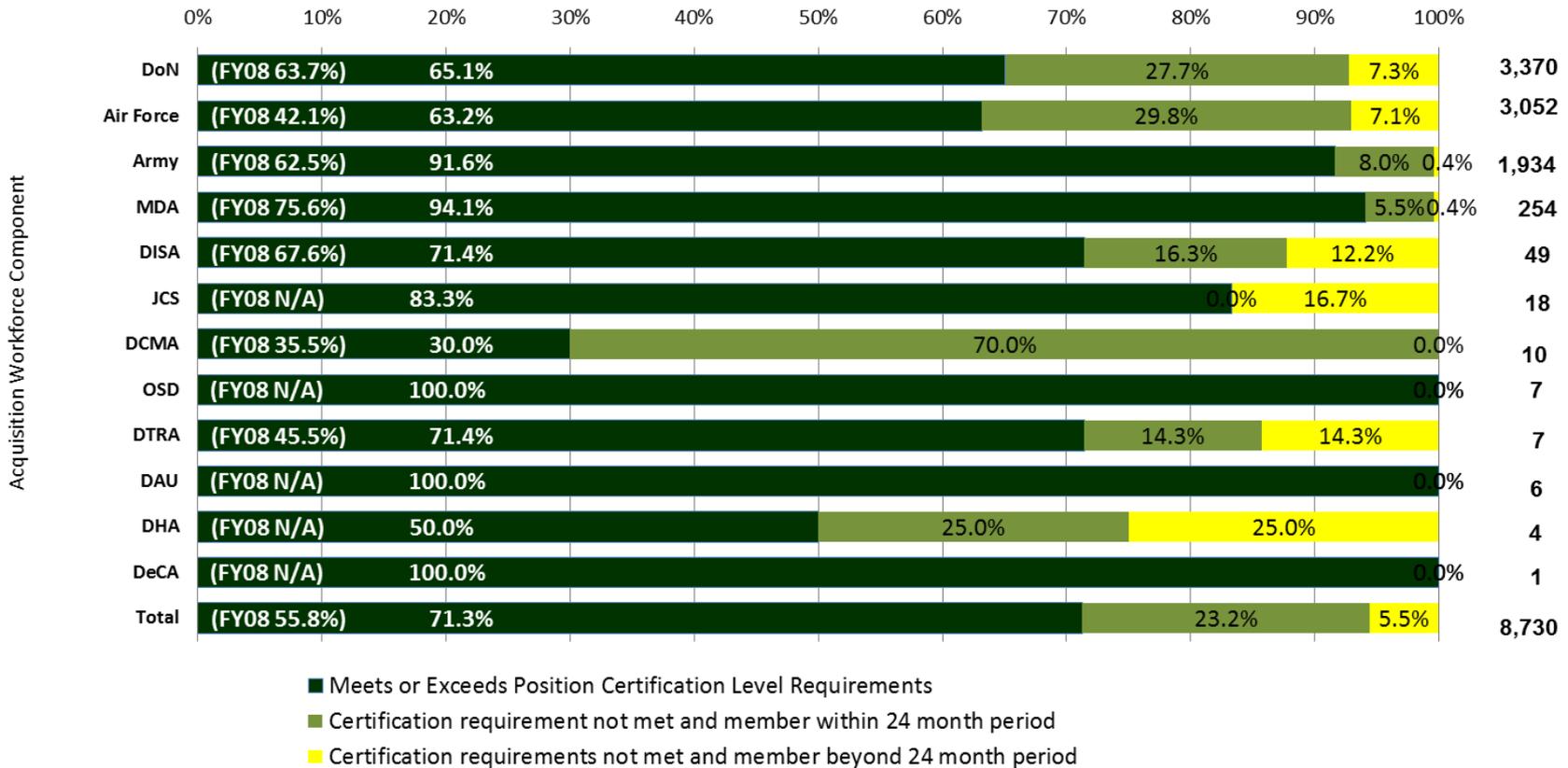
AWF Size FY08-FY15 and President's FY17 Budget PB23 Projection (Civ + Mil)





Test and Evaluation DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Test and Evaluation (FY16Q1)

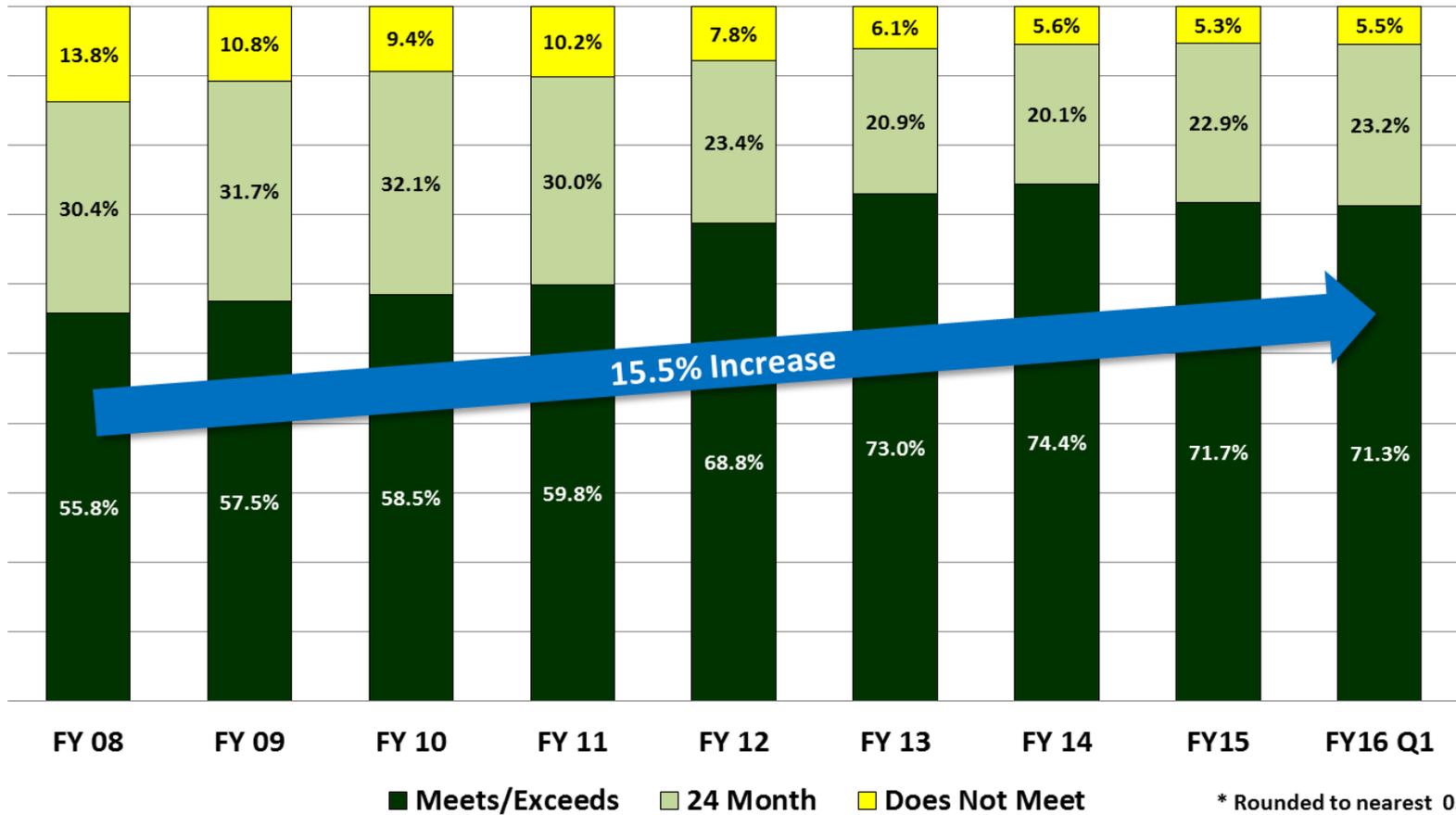




Test and Evaluation Historical DAWIA Certification FY08 – FY16Q1



Test and Evaluation





Test and Evaluation DAWIA Certification Matrix + Bench Strength

Test and Evaluation Required Certification Level	Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	469	309	101	19	898	47.8%
Level II	829	551	1,406	1,377	4,163	66.9%
Level III	334	112	212	3,010	3,668	82.1%
Unspecified	1	-	-	-	1	
FY16Q1 TOTAL	1,633	972	1,719	4,406	8,730	71.3%
	18.7%	11.1%	19.7%	50.5%		

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%	
Test and Ev	1,497	17.1%	1 of 13

** Based on population total without unspecified positions

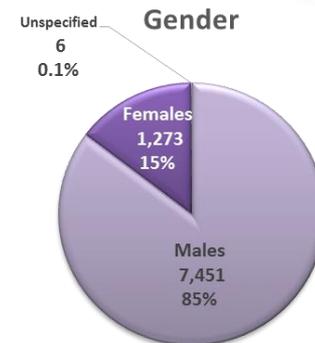
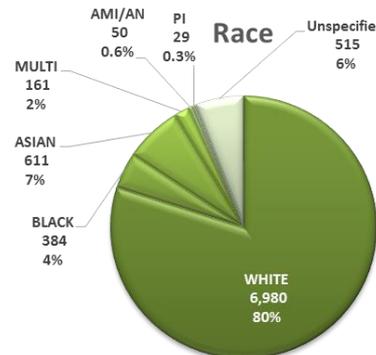
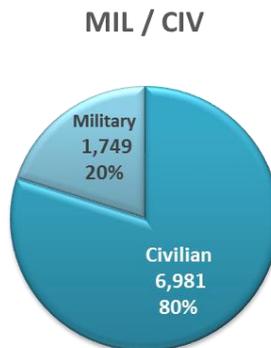
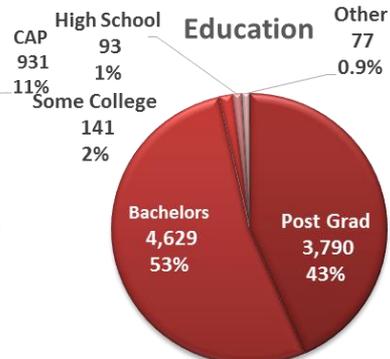
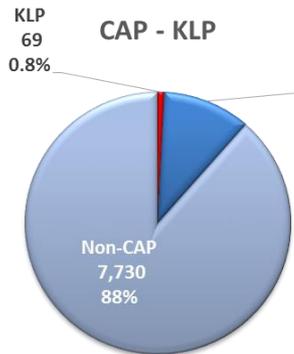
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	429	458	11	898	10.3%
Level II	2,783	1,135	245	4,163	47.7%
Level III	3,010	431	227	3,668	42.0%
Unspecified	-	1	-	1	0.0%
Test and Evaluation TOTAL	6,222	2,025	483	8,730	
	71.3%	23.2%	5.5%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Test and Evaluation Demographics



Occupied Position Type	T&E TOTAL	Entire DAW
Key Leadership Positions (KLPs)	69 <i>0.8%</i>	1,045 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	931 <i>10.7%</i>	15,648 <i>10.0%</i>
Non-CAP Positions	7,730 <i>88.5%</i>	139,764 <i>89.3%</i>
TOTAL	8,730	156,457

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

Highest Level of Education	T&E TOTAL	Entire DAW
Post Grad	3,790 <i>43.4%</i>	61,677 <i>39.4%</i>
Bachelors	4,629 <i>53.0%</i>	69,639 <i>44.5%</i>
Some College	141 <i>1.6%</i>	11,962 <i>7.6%</i>
High School	93 <i>1.1%</i>	12,560 <i>8.0%</i>
Other	77 <i>0.9%</i>	619 <i>0.4%</i>
TOTAL	8,730	156,457

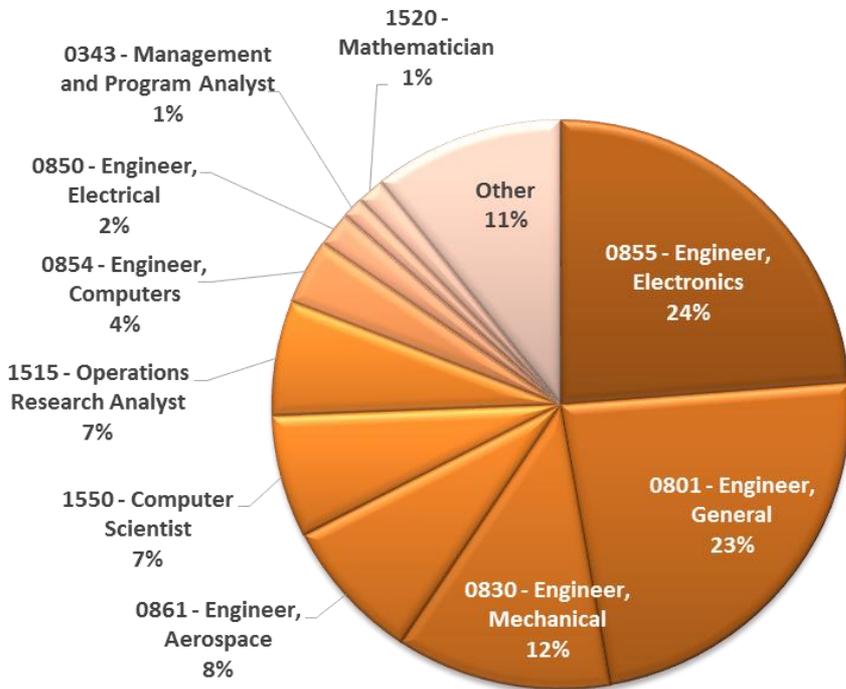
Military / Civilian	T&E TOTAL	Entire DAW
Civilian	6,981 <i>80.0%</i>	141,089 <i>90.2%</i>
Military	1,749 <i>20.0%</i>	15,368 <i>9.8%</i>
TOTAL	8,730	156,457

Race	T&E TOTAL	Entire DAW
WHITE	6,980 <i>80.0%</i>	117,200 <i>74.9%</i>
BLACK	384 <i>4.4%</i>	18,728 <i>12.0%</i>
ASIAN	611 <i>7.0%</i>	10,191 <i>6.5%</i>
MULTI	161 <i>1.8%</i>	3,378 <i>2.2%</i>
AMI/AN	50 <i>0.6%</i>	858 <i>0.5%</i>
PI	29 <i>0.3%</i>	744 <i>0.5%</i>
Unspecified	515 <i>5.9%</i>	5,358 <i>3.4%</i>
TOTAL	8,730	156,457

Gender	T&E TOTAL	Entire DAW
Males	7,451 <i>85.3%</i>	110,589 <i>70.7%</i>
Females	1,273 <i>14.6%</i>	45,715 <i>29.2%</i>
Unspecified	6 <i>0.1%</i>	153 <i>0.1%</i>
TOTAL	8,730	156,457



Test and Evaluation Size by Occupational Series



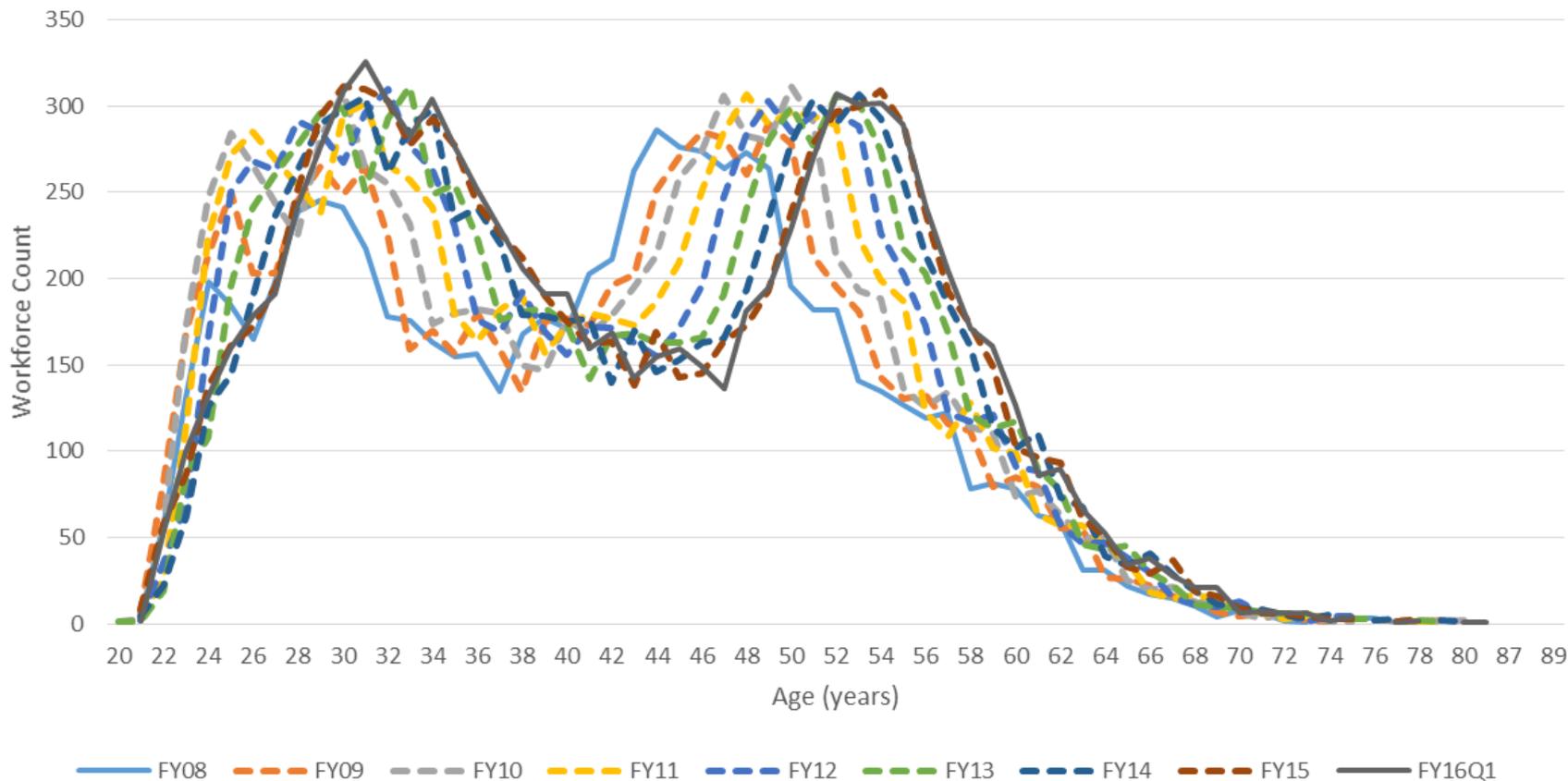
Civilian Occupational Series	T&E TOTAL	
0855 - Engineer, Electronics	1,659	23.8%
0801 - Engineer, General	1,639	23.5%
0830 - Engineer, Mechanical	843	12.1%
0861 - Engineer, Aerospace	567	8.12%
1550 - Computer Scientist	483	6.92%
1515 - Operations Research Analyst	458	6.56%
0854 - Engineer, Computers	258	3.70%
0850 - Engineer, Electrical	135	1.93%
0343 - Management and Program Analyst	85	1.22%
1520 - Mathematician	107	1.53%
Other	747	10.70%
TOTAL CIVILIAN	6,981	Civilians



Age Demographics



T & E Age Demographics





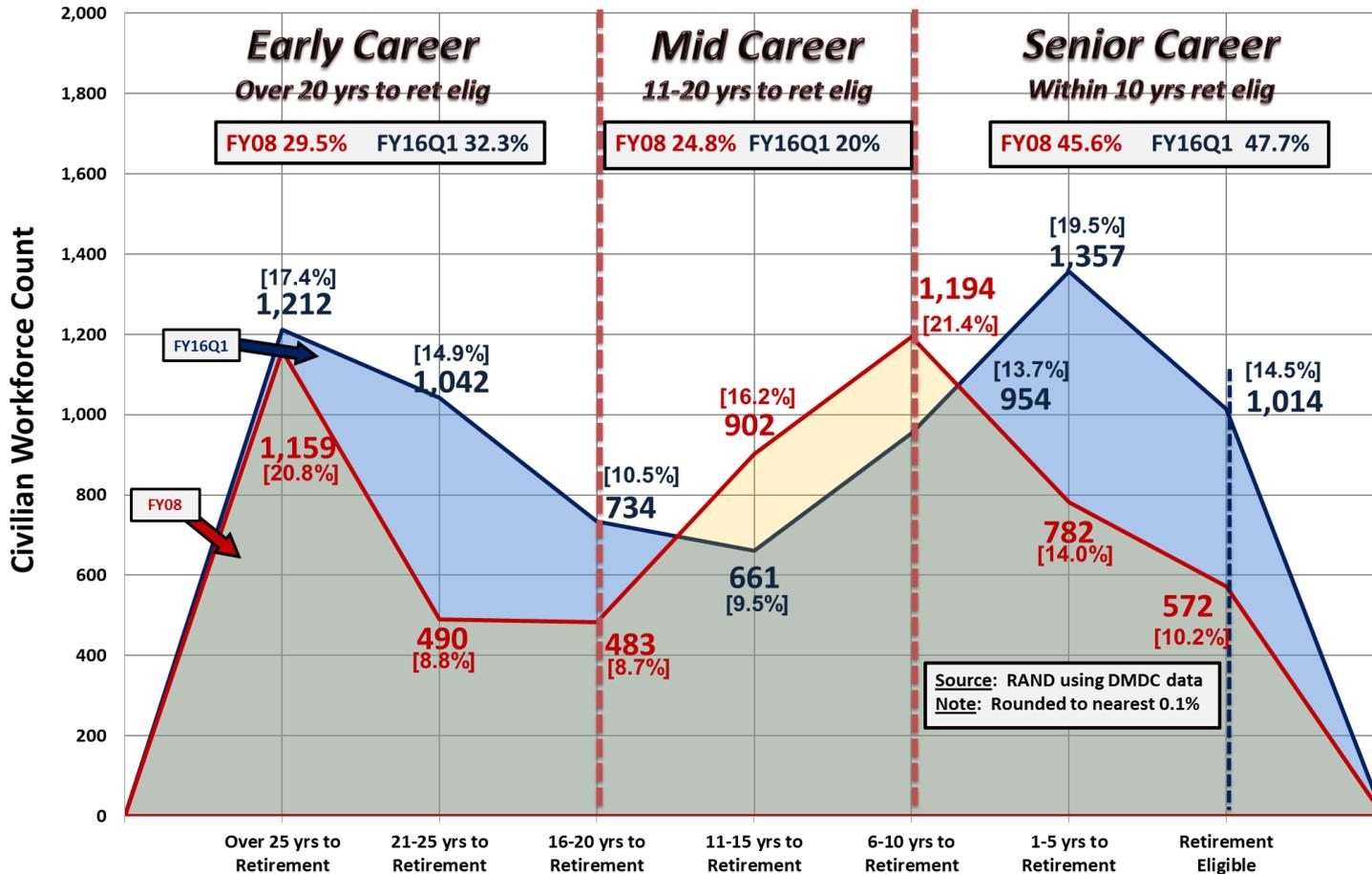
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Test and Evaluation Civilian Retirement Eligibility Distribution – FY08 / FY16Q1



Test & Evaluation DAW - Civilian Ret. Elig. Distrib. - End-FY08 vs FY16Q1



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2015Q2 DMDC data provided by RAND.

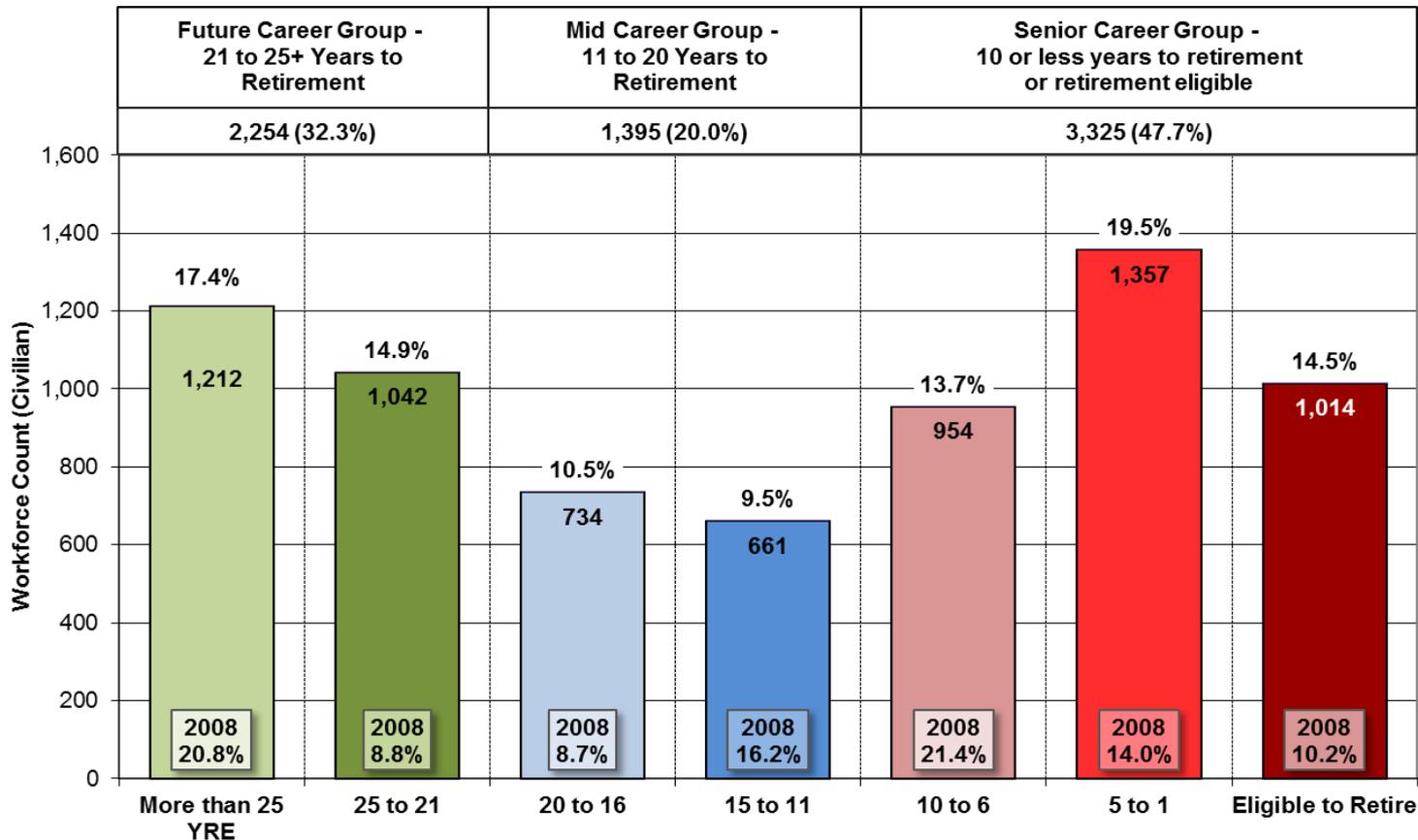
As of FY16Q1 (31 Dec 2015)



Test and Evaluation Workforce Lifecycle Model by YRE



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



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

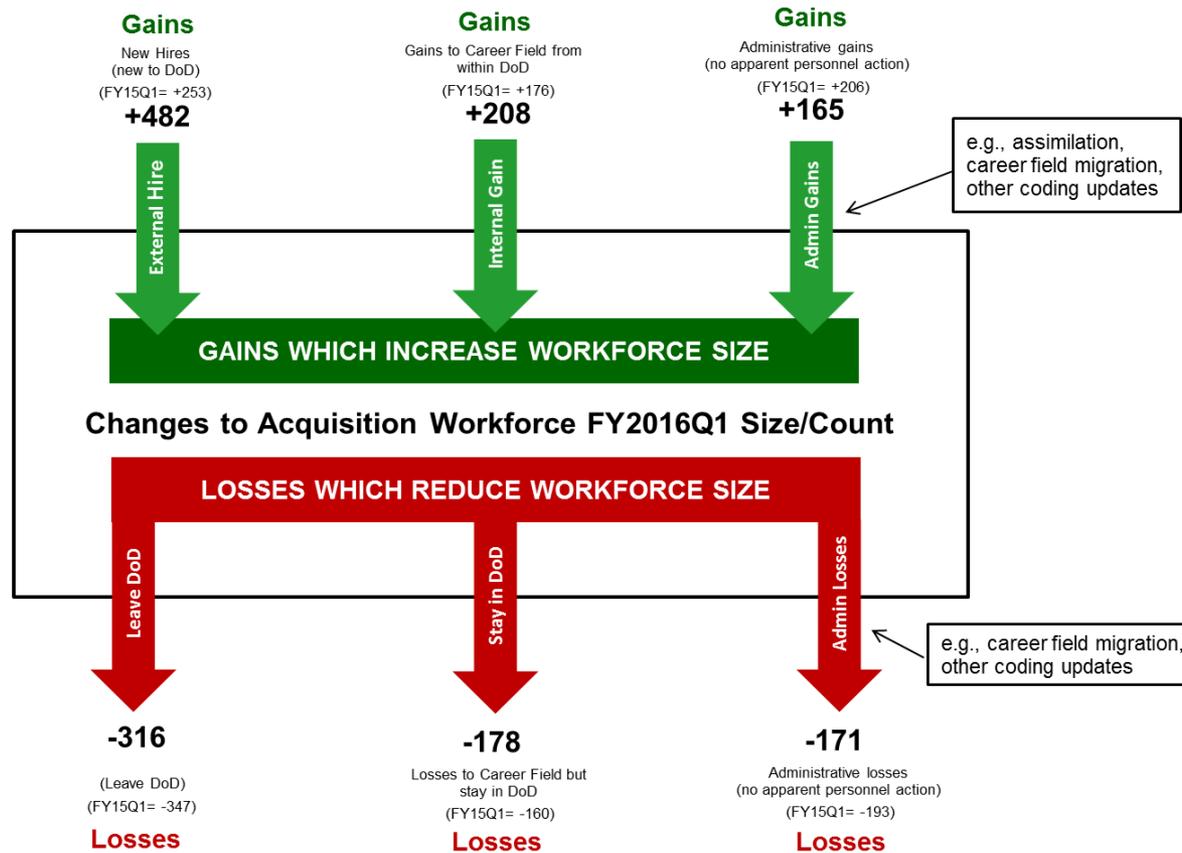
As of FY16Q1 (31 Dec 2015)



Test and Evaluation Gains/Losses – New Hires Internal/External, Administrative

Defense Acquisition Workforce (Civilian) (FY2016Q1) - Test and Evaluation

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



As of FY16Q1 (31 Dec 2015)

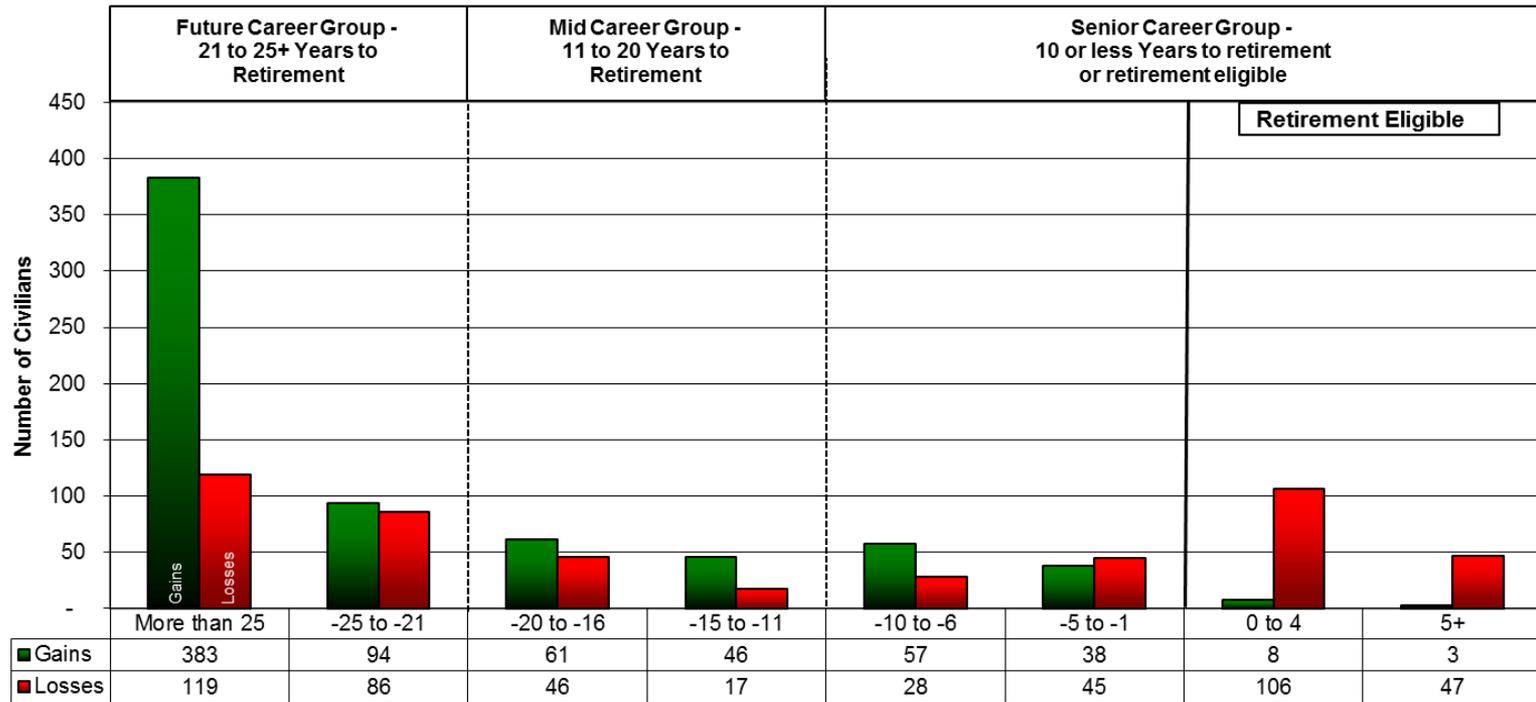


Test and Evaluation Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - T&E

Workforce Lifecycle FY2016Q1 Gains & Losses*



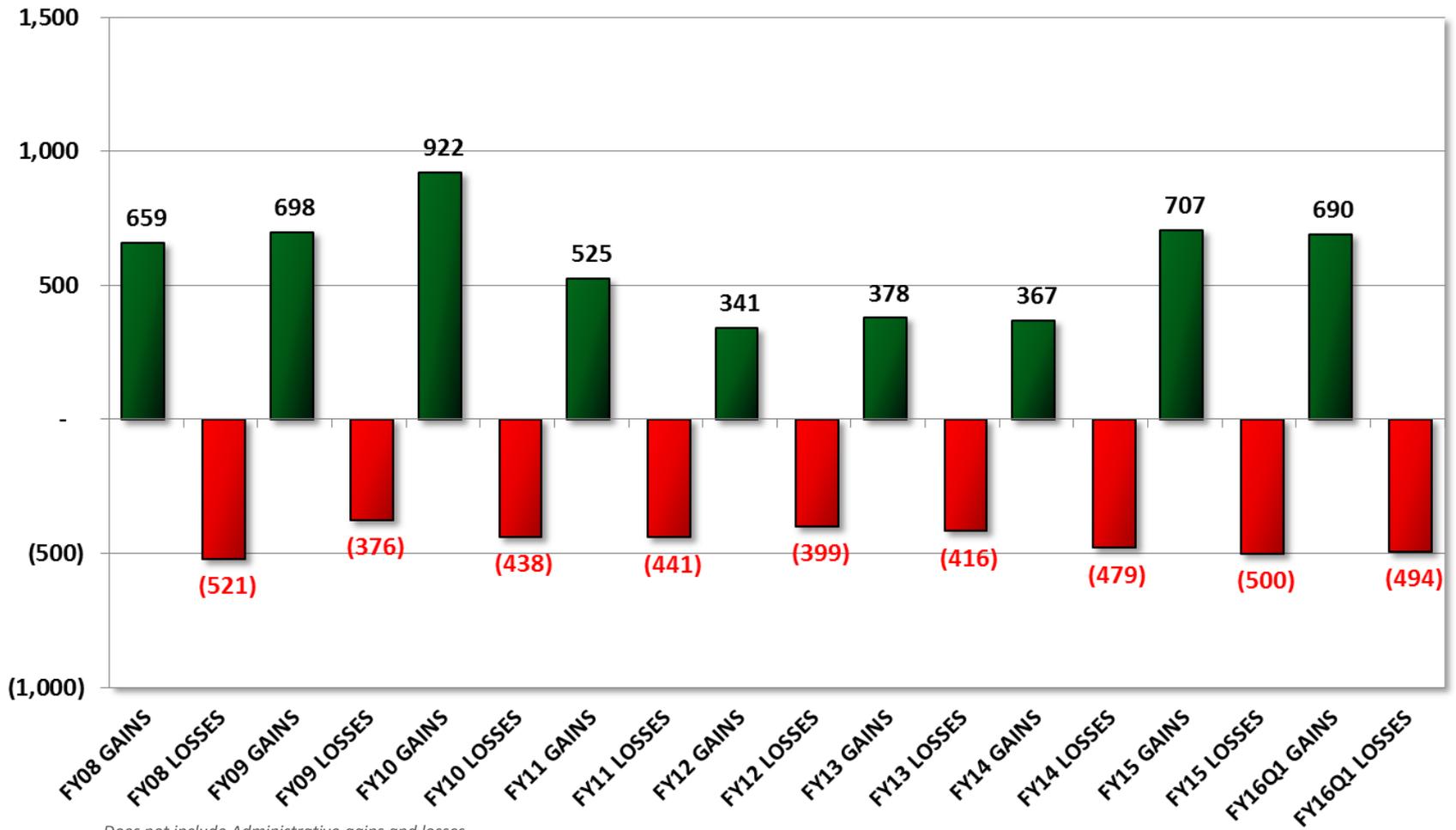
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Test and Evaluation Historical Gains and Losses FY08 – FY16Q1



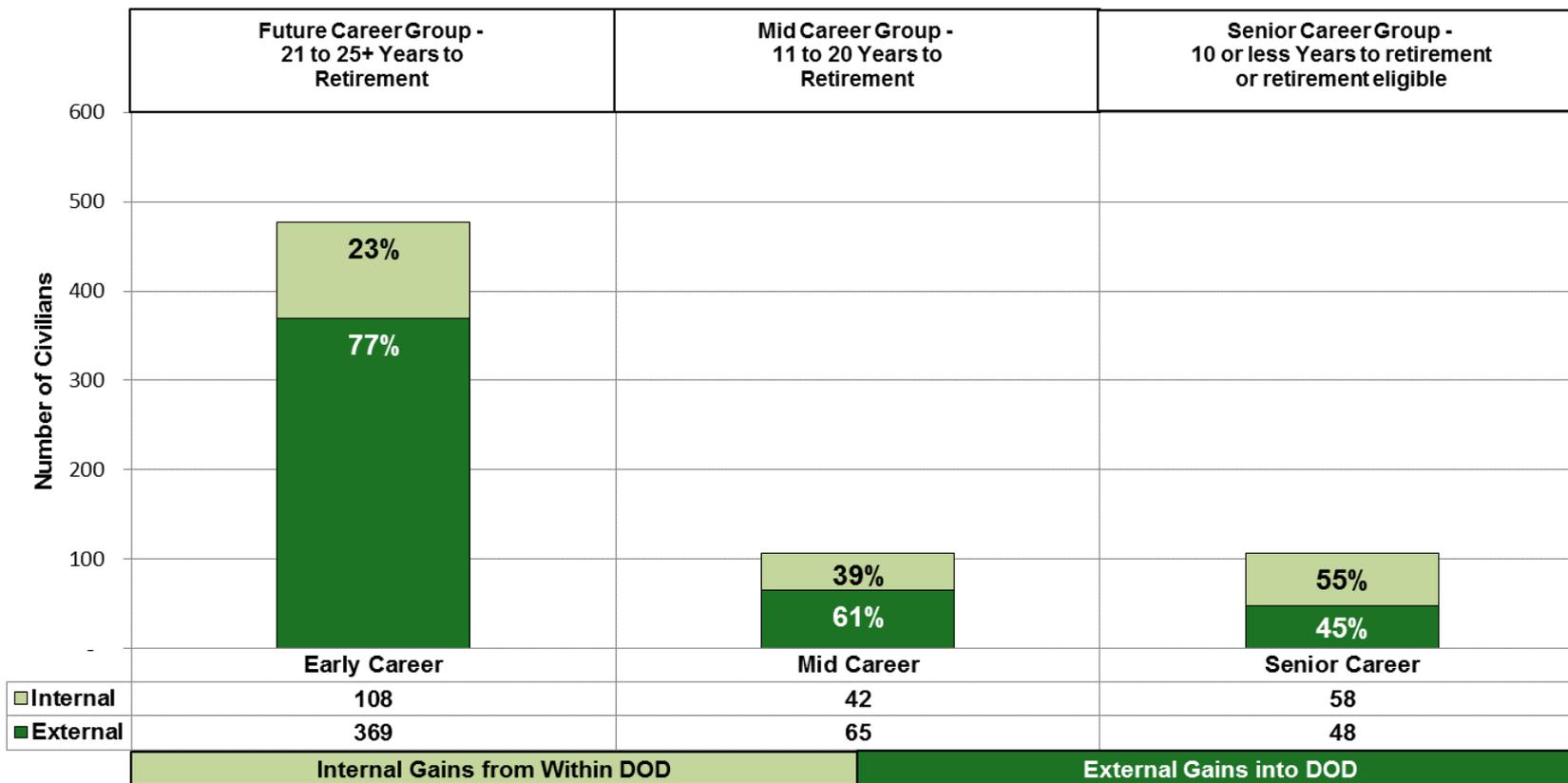
As of FY16Q1 (31 Dec 2015)



Test and Evaluation Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - T&E 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)

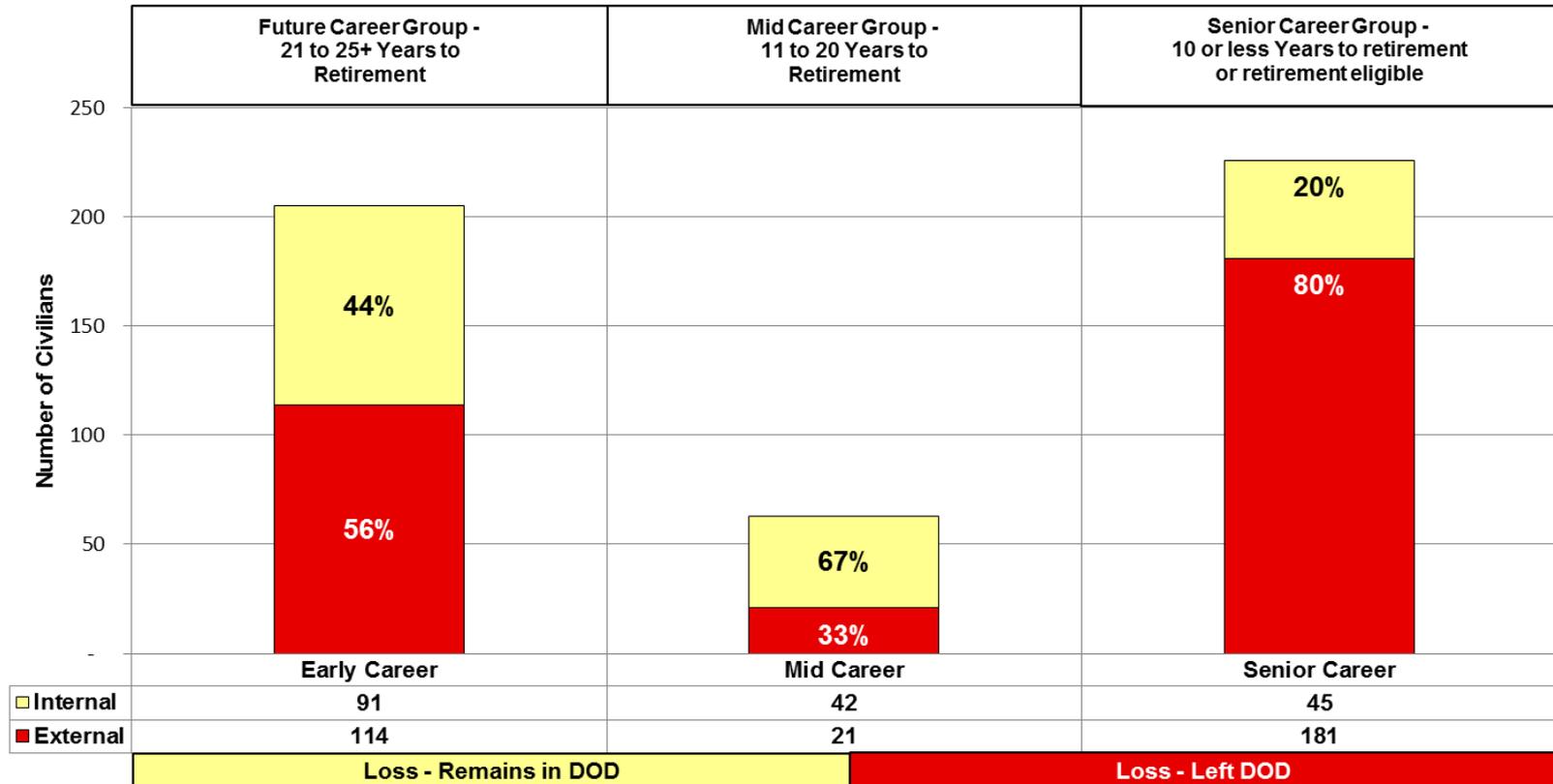


Test and Evaluation Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - T&E

Workforce Lifecycle FY2016Q1 Losses*



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

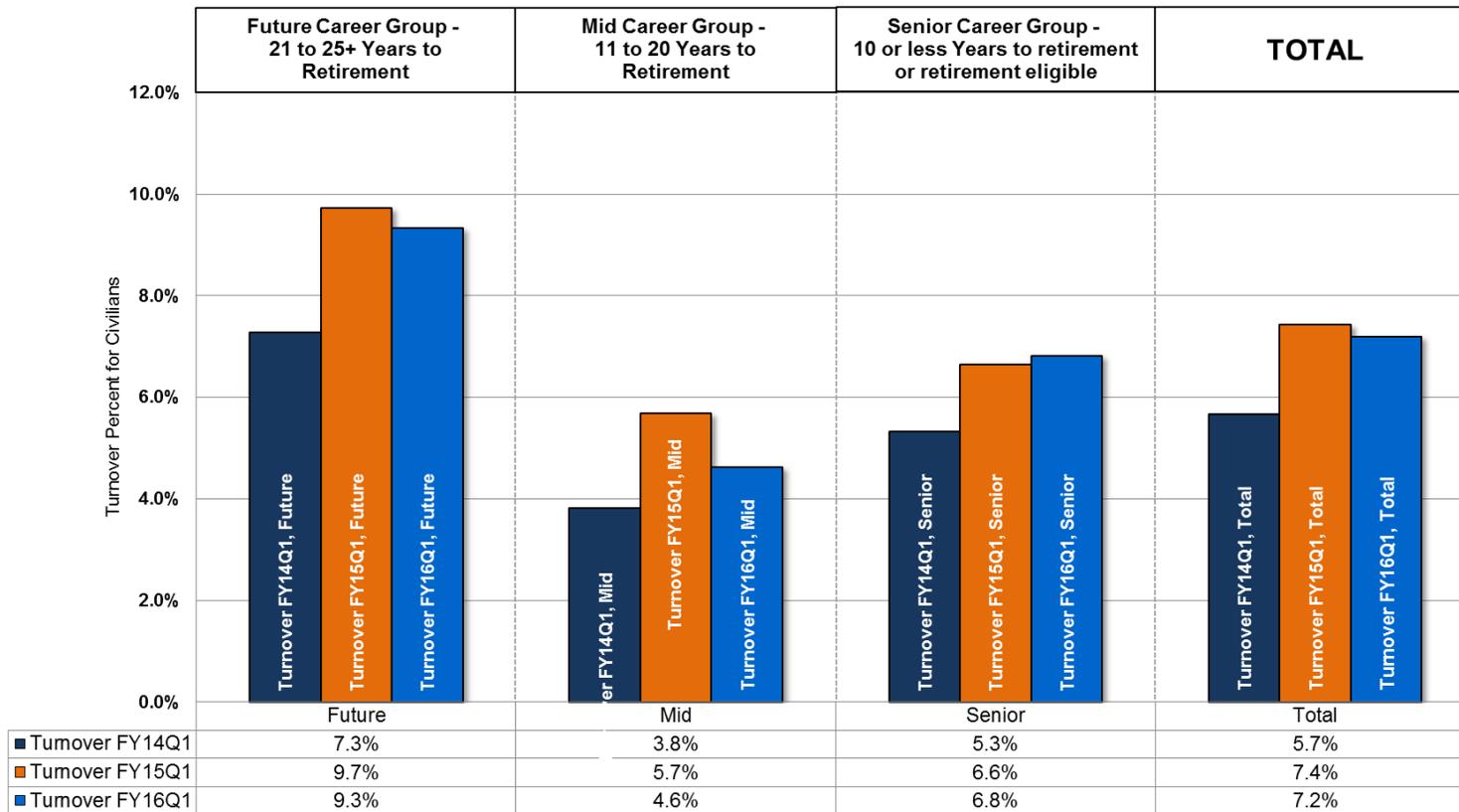
*Does not include administrative losses



Test and Evaluation Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q1 (31 Dec 2015)

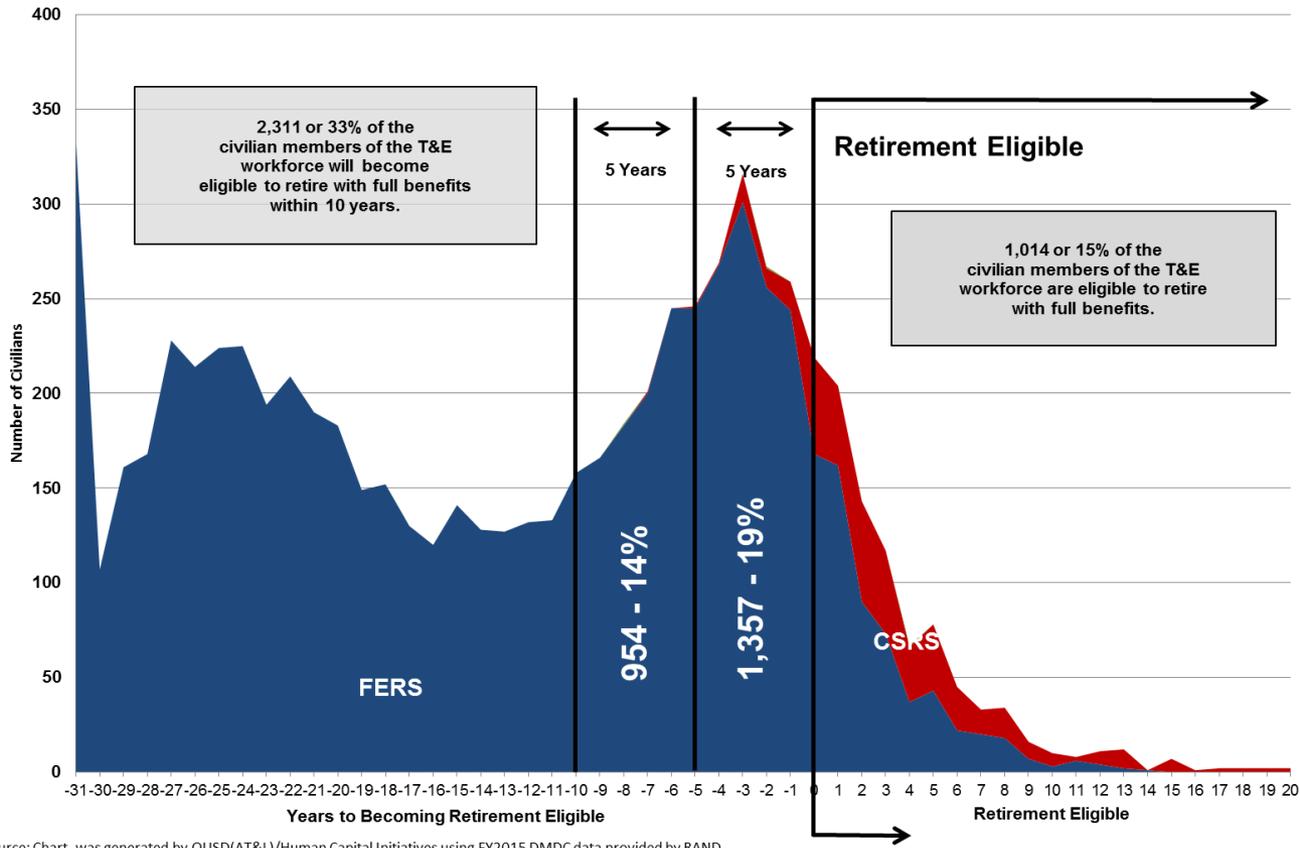


Test and Evaluation Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - T&E

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