



Defense Acquisition Workforce Key Information

Audit

As of FY16Q2 (31 March 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://hci.dau.mil/inf_sum.html
- 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)**



Slide Index



Slide Title	#
Slide Index	3
Fact Sheet	4
Highlights	5
Total Workforce	6
AWF Size by Component and Career Field	7
Historical Size by Component FY05 – FY16Q2	8
DAWIA Certification by Component	9
Historical DAWIA Certification	10
DAWIA Certification Matrix + Bench Strength	11
Demographics	12-14
RAND NDRI Forces and Resources Policy Center Gain/Loss and Retirement Information	15-24
End	25



Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Audit	FY 2008				FY2016Q2			
	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce	Audit Civilian (Civ)	Audit Military (Mil)	Total Audit (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	3,638	0	3,638	125,879	4,151	0	4,151	158,212
Change in size from 2008	-	-	-	-	14%	-	14%	26%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	99%	-	99%	77%	97%	-	97%	82%
Graduate Degree	26%	-	26%	29%	41%	-	41%	39%
Certification								
Level I or Higher Achieved	87%	-	87%	72%	95%	-	95%	85%
Level II or Higher Achieved	78%	-	78%	61%	85%	-	85%	74%
Level III Achieved	26%	-	26%	36%	35%	-	35%	43%
Position Certification Requirement Met or Exceeded	76%	-	76%	58%	85%	-	85%	75%
Within 24 Months of Certification Requirement	23%	-	23%	27%	14%	-	14%	21%
Does Not Meet Certification Requirement	1%	-	1%	14%	0%	-	0%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	53%	-	53%	62%	33%	-	33%	39%
Average Age	43.1	-	43.1	45.7	42.7	-	42.7	44.4
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	36/21/43(%)	-	-	20/23/57 (%)(Civ)	36/25/40(%)	-	-	28/29/43(%)
Average Years of Service	13.9	-	13.9	17.3	12.6	-	12.6	15.0
Retirement Eligible*	479(13%)	-	-	19,051(17%) (Civ)	556(13%)	-	-	26,669(19%) (CIV)
Retirement Eligible w/in 5 Years*	515(14%)	-	-	21,315(19%) (Civ)	655(16%)	-	-	25,977(18%) (CIV)
Total Gains/Losses*	1,078/291	-	-	14,245/15,030 (Civ)	199/451	-	-	15,983/10,440 (CIV)

Source: The Human Capital Fact Sheet is based on end of FY2008 and FY2016Q2 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 FY2016Q2 DMDC data.



Defense Acquisition Workforce Size Highlights

- The current Auditing Defense Acquisition Workforce count is 4,151, up from 3,638 in FY08, a total increase of 513
- The Auditing Defense Acquisition Workforce count was at its highest point (4,560) in FY14, and its lowest point (2,852) in FY07
- The Agency with the largest increase, since FY08 is DCAA, with an increase of 558
- The Agencies with the largest decreases, since FY08, are DoD IG, DLA, and DCMA, with decreases of 27(-93%), 8 (-100%), and 5 (-100%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Auditing Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 85.2%; up from 76.1% in FY08
- The current Auditing Meets/Exceeds certification rate is up 9.2% from FY08
- The current Auditing Defense Acquisition Workforce DAWIA 24 month grace period rate is 14.4%; down from 23.3% in FY08
- The current Auditing Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 0.4%; down from 0.7% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

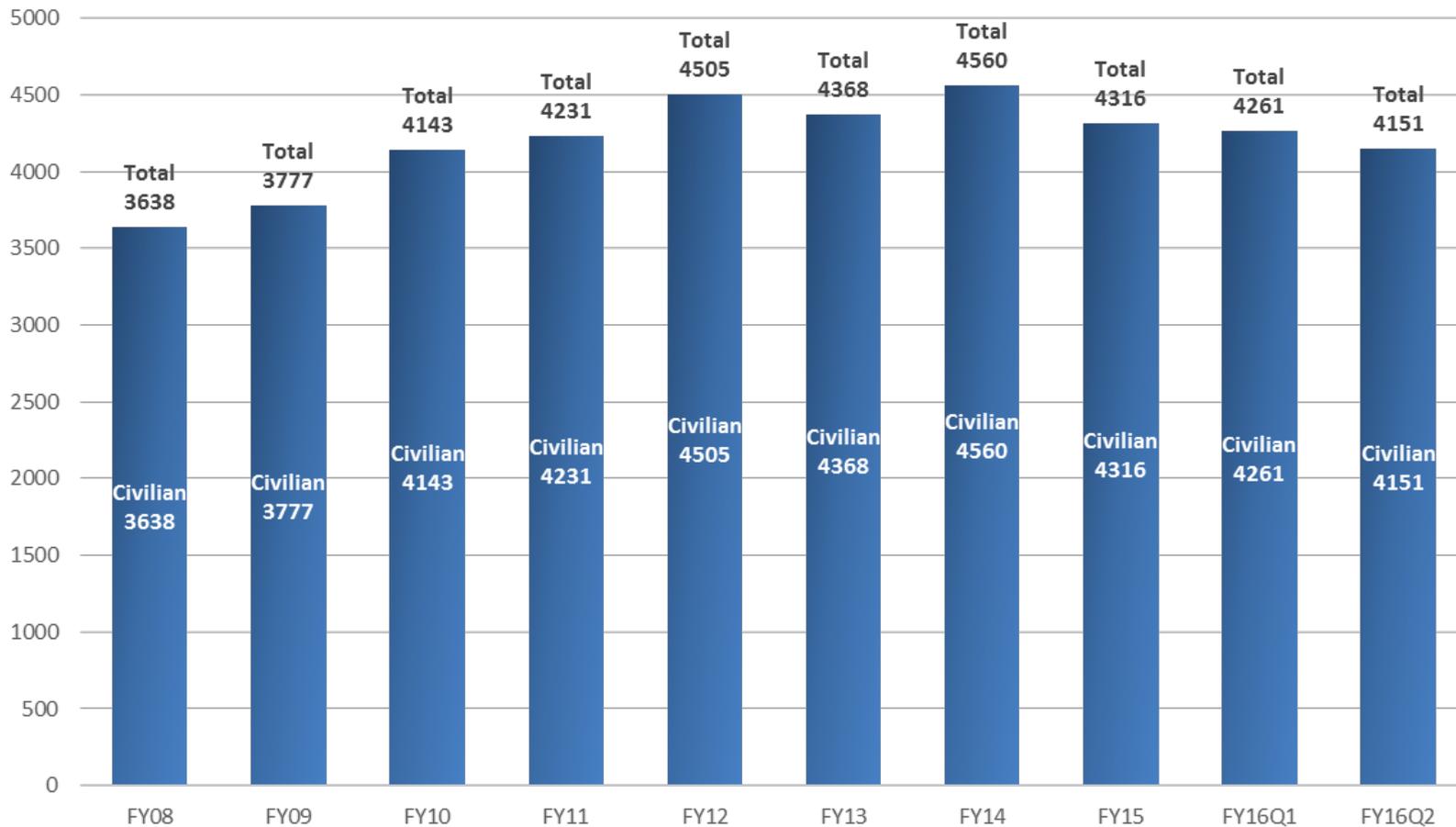
- Senior Career Group 39.7% (10 years or less to retirement eligibility or retirement eligible)
- 13.4% are currently eligible to retire, up From 13.2% in FY08
- Mid Career Group 24.7% (11 to 20 years to retirement), 20.7% in FY08
- Early Career Group 35.6% (21 to 25+ years to retirement), down from 36.1% in FY08



Total Workforce

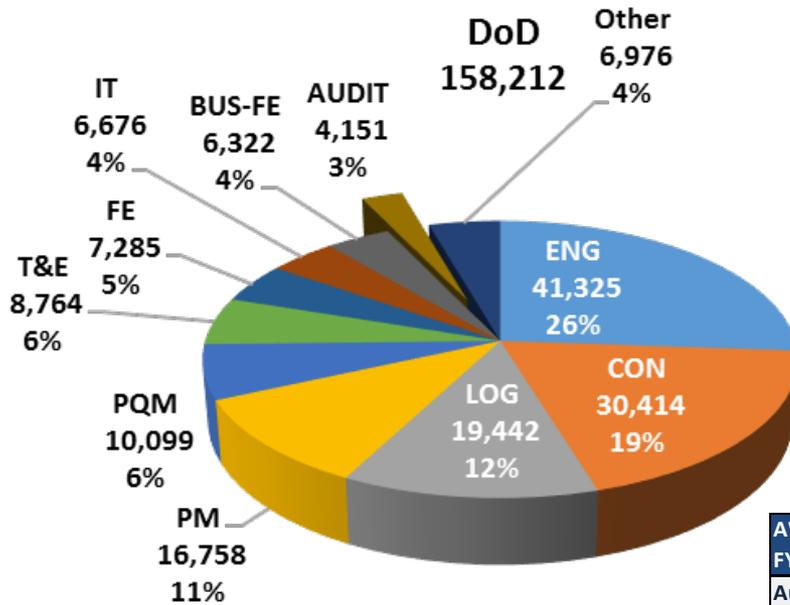


Audit





AWF by Component and Career Field



AWF Count by Career Category	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,151	4,151	2.6%
Business - CE	245	572	467	83	1,367	0.9%
Business - FM	1,705	2,053	1,965	599	6,322	4.0%
Contracting	7,955	6,250	8,407	7,802	30,414	19.2%
Engineering	9,063	21,243	8,949	2,070	41,325	26.1%
Facilities Engineering	1,498	5,440	270	77	7,285	4.6%
Information Technology	1,666	2,940	1,204	866	6,676	4.2%
Life Cycle Logistics	7,149	6,296	3,087	2,910	19,442	12.3%
Production, Quality and Man	1,376	2,931	391	5,401	10,099	6.4%
Program Management	3,215	6,381	5,492	1,670	16,758	10.6%
Property	48	65	14	266	393	0.2%
Purchasing	293	484	73	571	1,421	0.9%
S&T Manager	435	510	2,681	128	3,754	2.4%
Test and Evaluation	1,905	3,409	3,071	379	8,764	5.5%
Unknown/Other	9	1	5	26	41	0.03%
FY16Q2 Totals (as of 3-31-2016)	36,562	58,575	36,076	26,999	158,212	
Component %	23.1%	37.0%	22.8%	17.1%		



Audit Workforce Historical Size by Component FY05 – FY16Q2

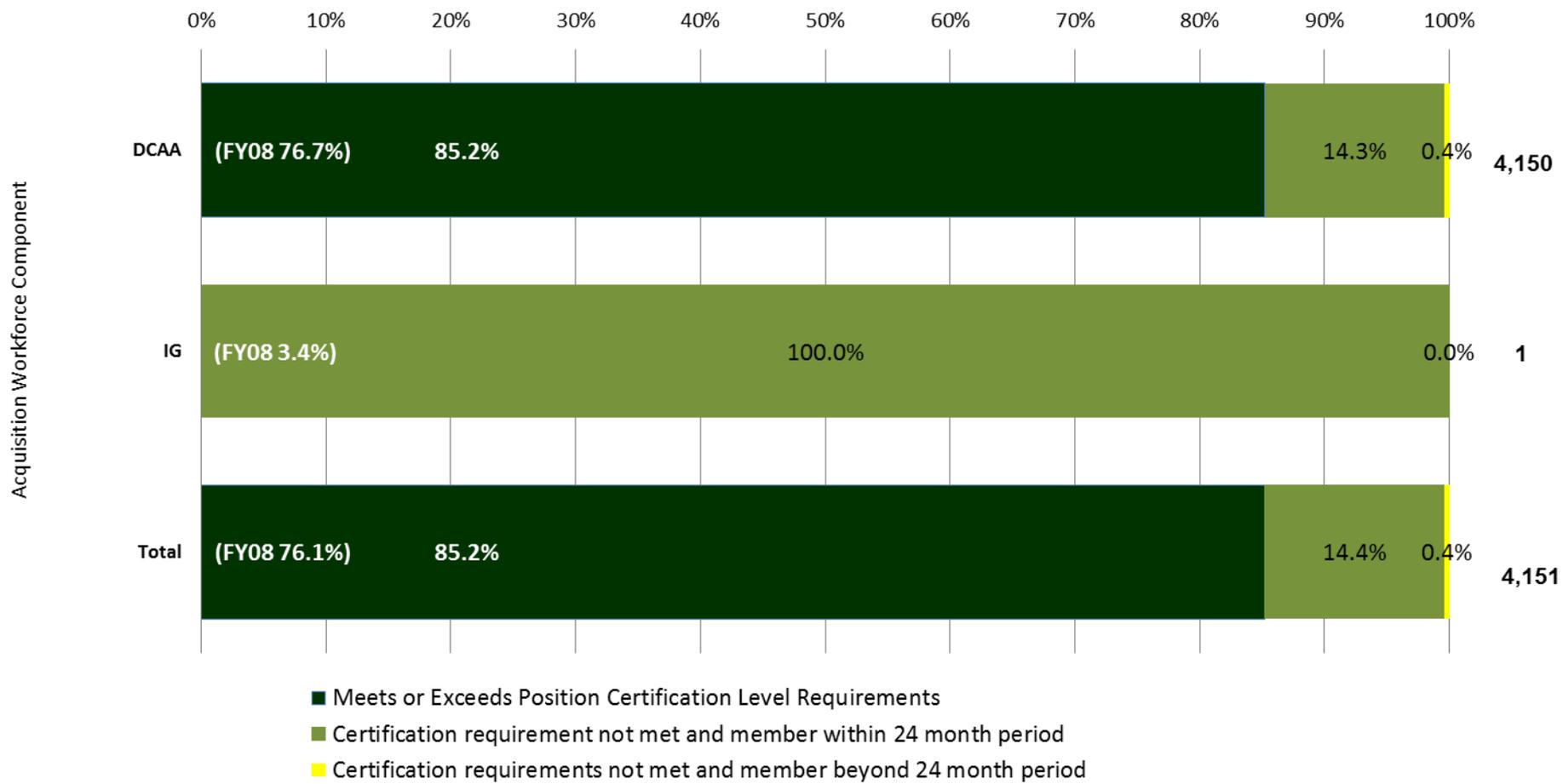


Auditing	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	4	2	-	-	-	-	-	-	-	-	-	-		
DoN	-	-	-	-	-	1	-	-	-	-	-	-		
AIR FORCE	4	-	-	-	-	-	-	-	-	-	-	-		
DCMA	1	-	13	5	-	-	-	-	-	1	-	-	-100%	
DLA	-	-	2	8	1	-	-	-	-	-	-	-	-100%	
DCAA	3,526	3,458	2,834	3,593	3,773	4,140	4,230	4,505	4,367	4,557	4,315	4,150	16%	-4%
MDA	-	-	-	-	-	-	-	-	1	1	-	-		
DISA	-	-	-	-	-	-	-	-	-	-	-	-		
DHA	-	-	-	-	-	-	-	-	-	-	-	-		
DTRA	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	1	-	1	-	-	-	-	-	-	-100%	
National Reconnaissance Office														
OSD	-	-	2	2	-	-	-	-	-	-	-	-	-100%	
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	1	2	-	-	1	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
Uniformed Services University of The Health Sciences														
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
Defense POW/MIA Accounting Agency														
IG	-	24	1	29	2	1	1	-	-	1	1	1	-97%	0%
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
<i>4th Estate Other</i>														
													↑	↓
TOTAL	3,536	3,486	2,852	3,638	3,777	4,143	4,231	4,505	4,368	4,560	4,316	4,151	14.1%	-3.8%



Audit DAWIA Certification by Component

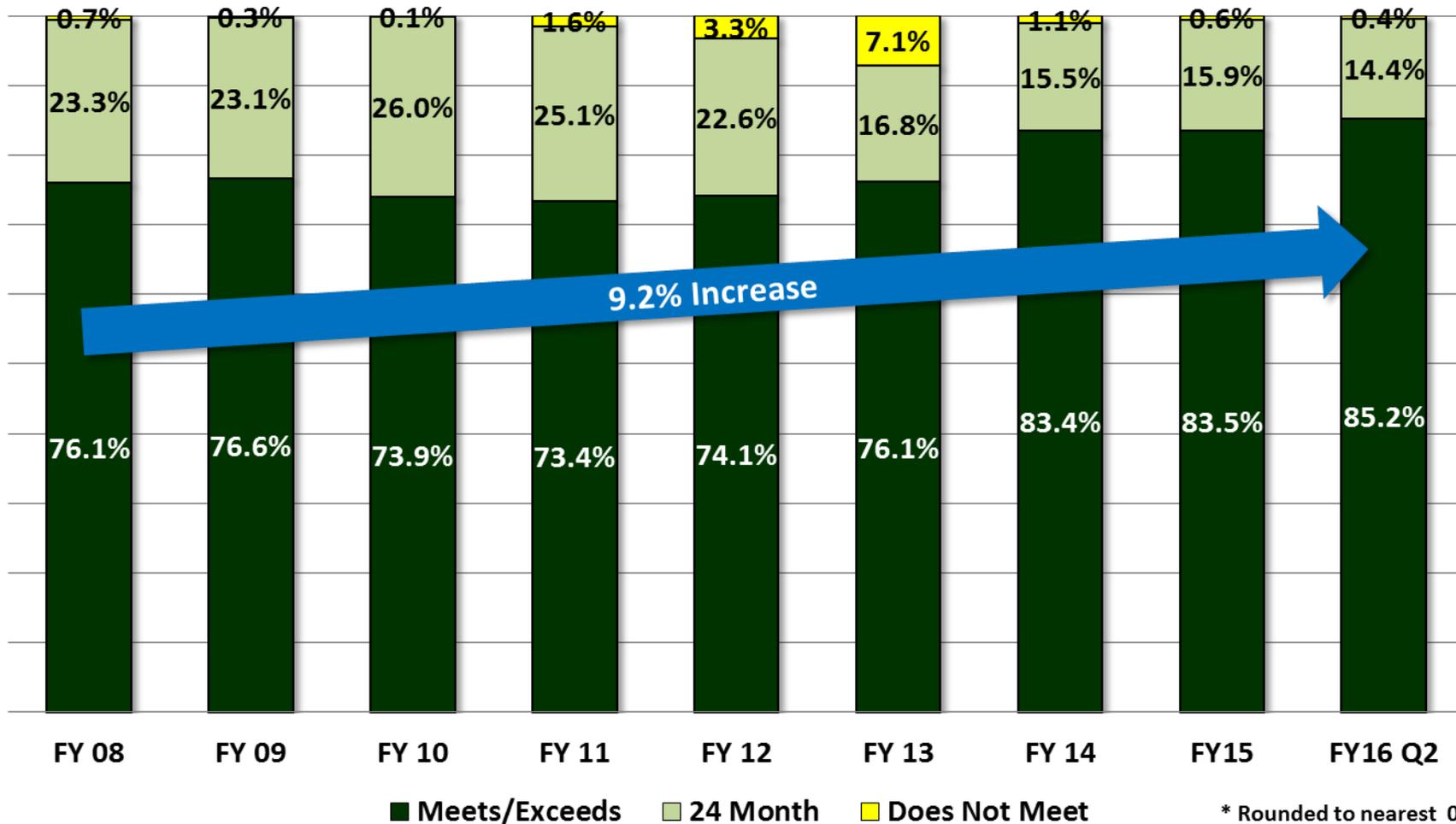
Certification Level "Meet/Exceed" Rates by Component Audit (FY16Q2)





Audit Historical DAWIA Certification FY08 – FY16Q2

Auditing





Audit DAWIA Certification Matrix + Bench Strength

Audit	Achieved Certification Level				FY16Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	75	4	-	-	79	5.1%
Level II	110	394	2,064	281	2,849	82.3%
Level III	16	7	9	1,188	1,220	97.4%
Unspecified	-	1	2	-	3	
FY16Q2 TOTAL	201	406	2,075	1,469	4,151	85.2%
	4.8%	9.8%	50.0%	35.4%		

No Level Achieved includes those within the 24 month grace period

Bench Strength			
Service	# Exceeds	% Exceeds**	Career Field Rank
DAW	20,288	12.8%	
Army	5,130	14.0%	
DoN	6,881	11.8%	
Air Force	6,577	18.3%	
4th Estate	1,700	6.3%	
Audit	281	6.8%	11 of 13

** Based on population total without unspecified positions

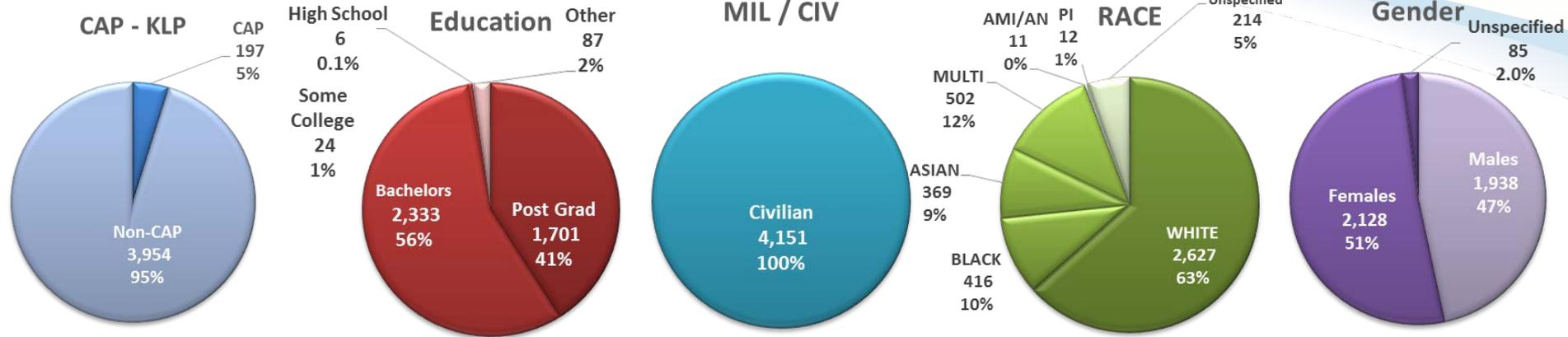
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	4	75	-	79	1.9%
Level II	2,345	500	4	2,849	68.6%
Level III	1,188	18	14	1,220	29.4%
Unspecified	-	3	-	3	0.1%
Audit TOTAL	3,537	596	18	4,151	
	85.2%	14.4%	0.4%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Audit Demographics



Occupied Position Type	Auditing TOTAL	Entire DAW
Key Leadership Positions (KLPs)	-	1,128
Critical Acquisition Positions (CAPs)	197	15,701
Non-CAP Positions	3,954	141,383
TOTAL	4,151	158,212

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

Highest Level of Education	Auditing TOTAL	Entire DAW
Post Grad	1,701	61,428
Bachelors	2,333	69,007
Some College	24	11,791
High School	6	12,464
Other	87	3,522
TOTAL	4,151	158,212

Military / Civilian	Auditing TOTAL	Entire DAW
Civilian	4,151	142,728
Military	-	15,484
TOTAL	4,151	158,212

Race	Auditing TOTAL	Entire DAW
WHITE	2,627	116,320
BLACK	416	18,633
ASIAN	369	10,154
MULTI	502	3,381
AMI/AN	11	844
PI	12	748
Unspecified	214	8,132
TOTAL	4,151	158,212

Gender	Auditing TOTAL	Entire DAW
Males	1,938	110,062
Females	2,128	45,274
Unspecified	85	2,876
TOTAL	4,151	158,212



Audit Size by Occupational Series



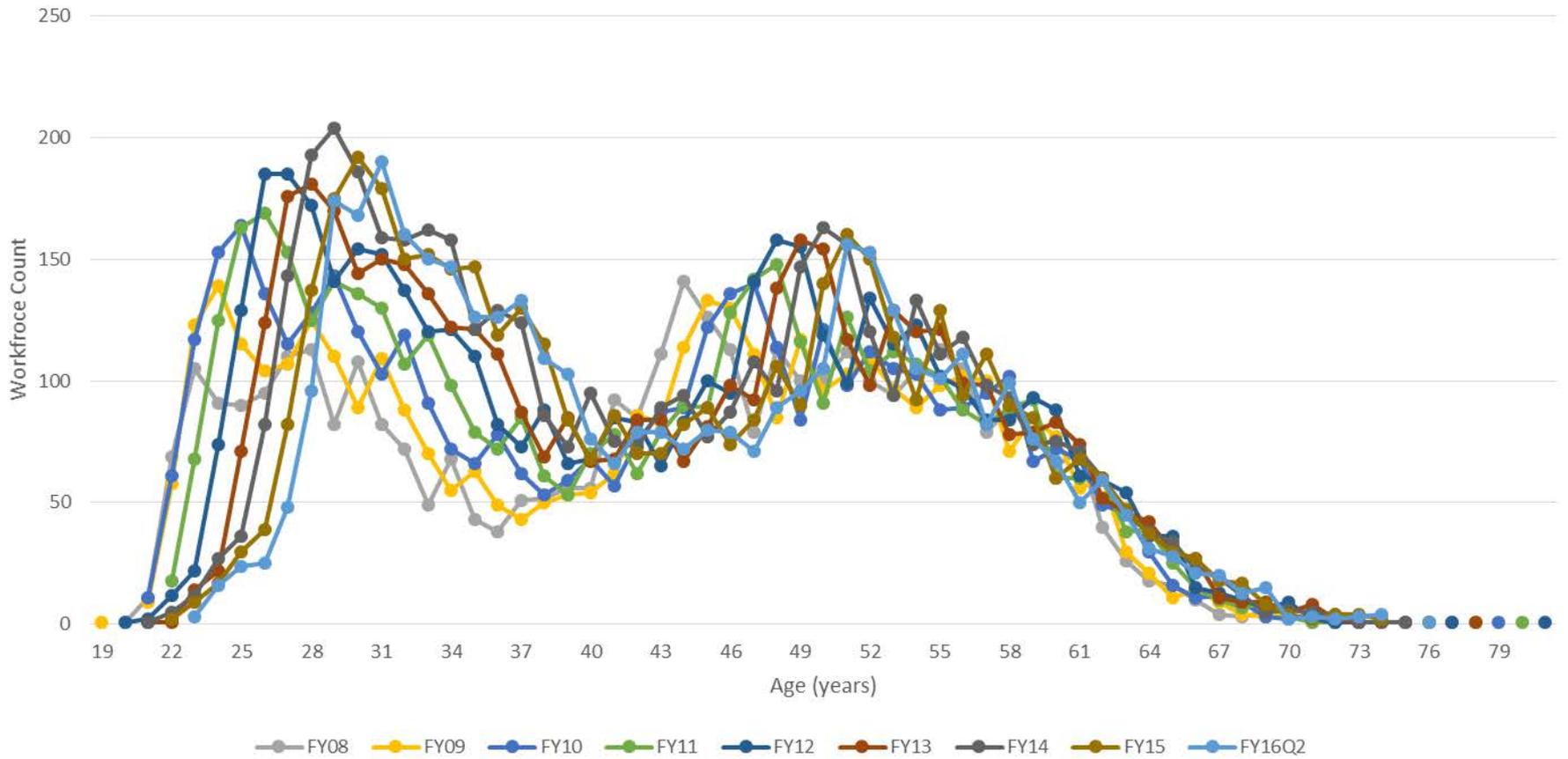
Civilian Occupational Series	Auditing TOTAL	
0511 - Auditor	4,151	100.00%
TOTAL CIVILIAN	4,151	Civilians



Age Demographics



Audit Age Demographics
FY08-FY16Q2

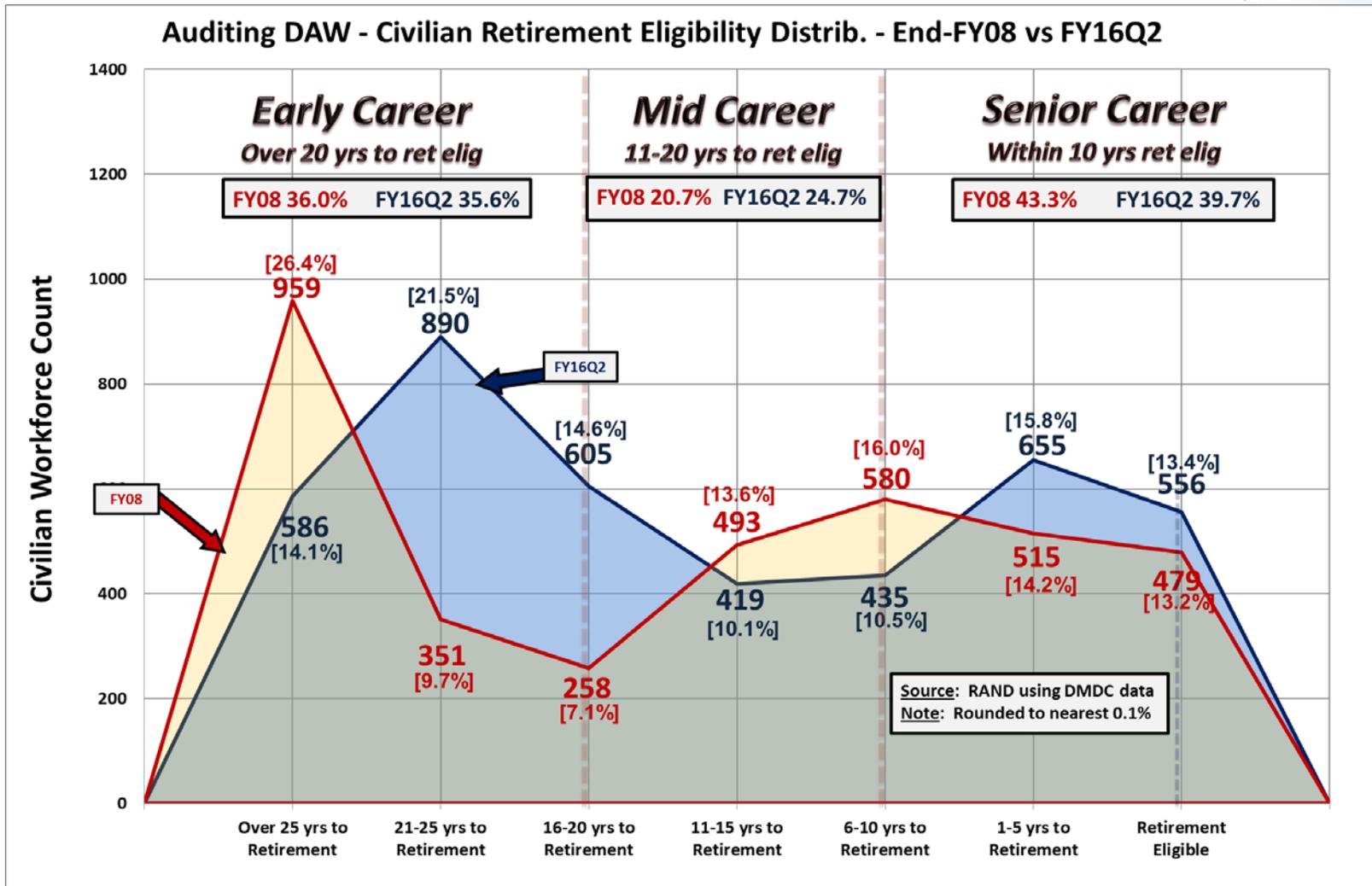




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Audit Civilian Retirement Eligibility Distribution – FY08 / FY16Q2

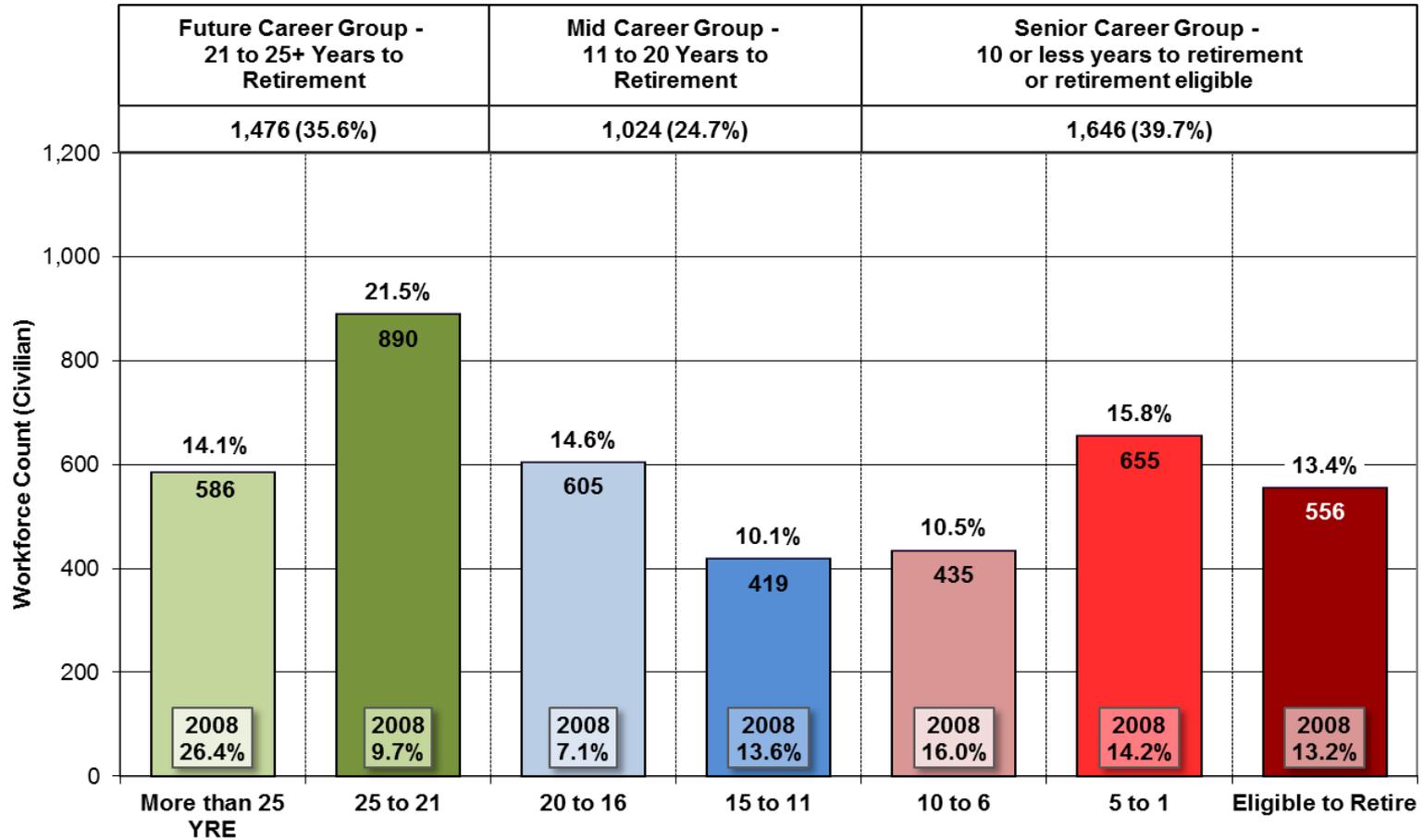


As of FY16Q2 (31 Mar 2016)



Audit Workforce Lifecycle Model by YRE

Defense Acquisition Workforce Lifecycle Model (WLM) by Years to Retirement Eligibility (YRE) - Civilian (FY2016Q2) - Audit



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

As of FY16Q2 (31 Mar 2016)

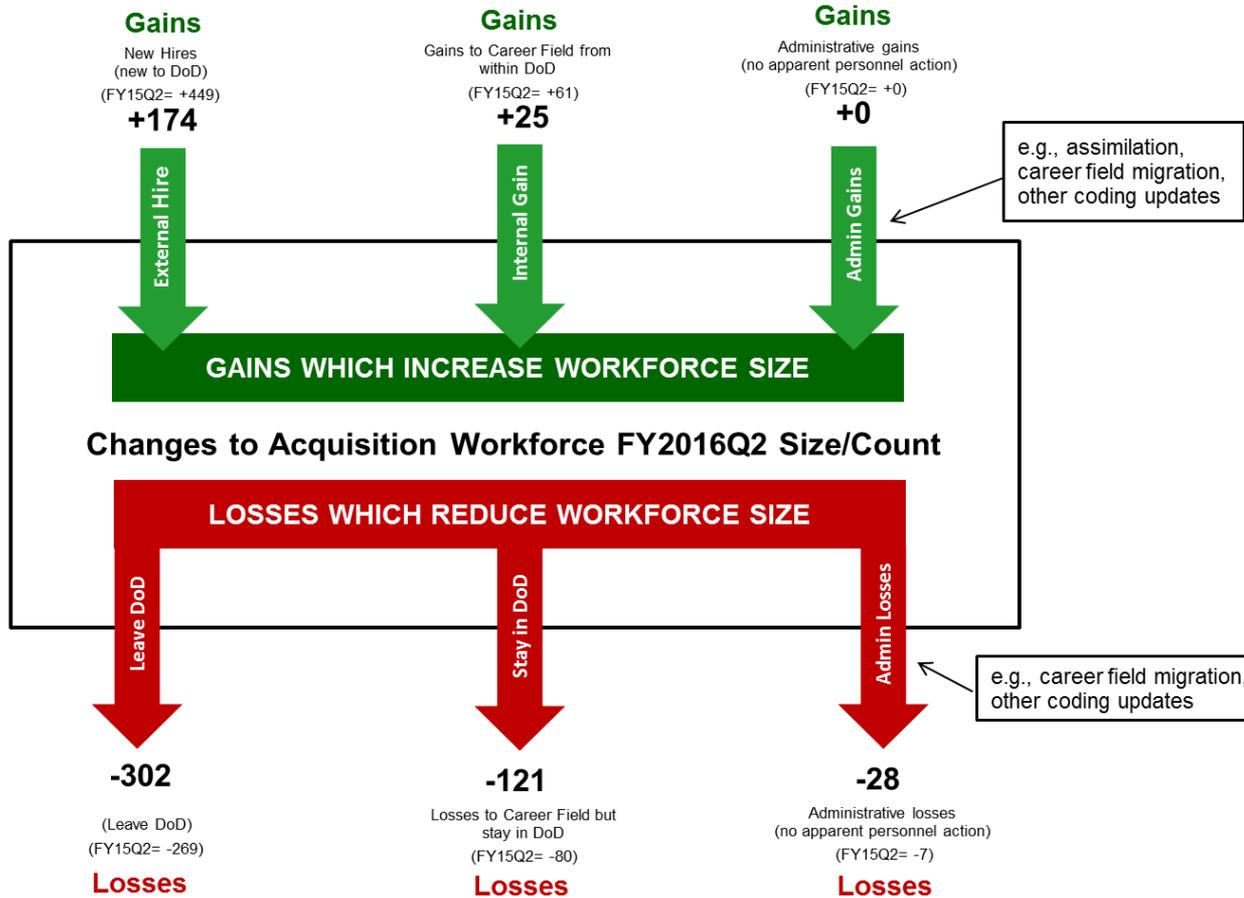


Audit Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2016Q2) - Audit

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



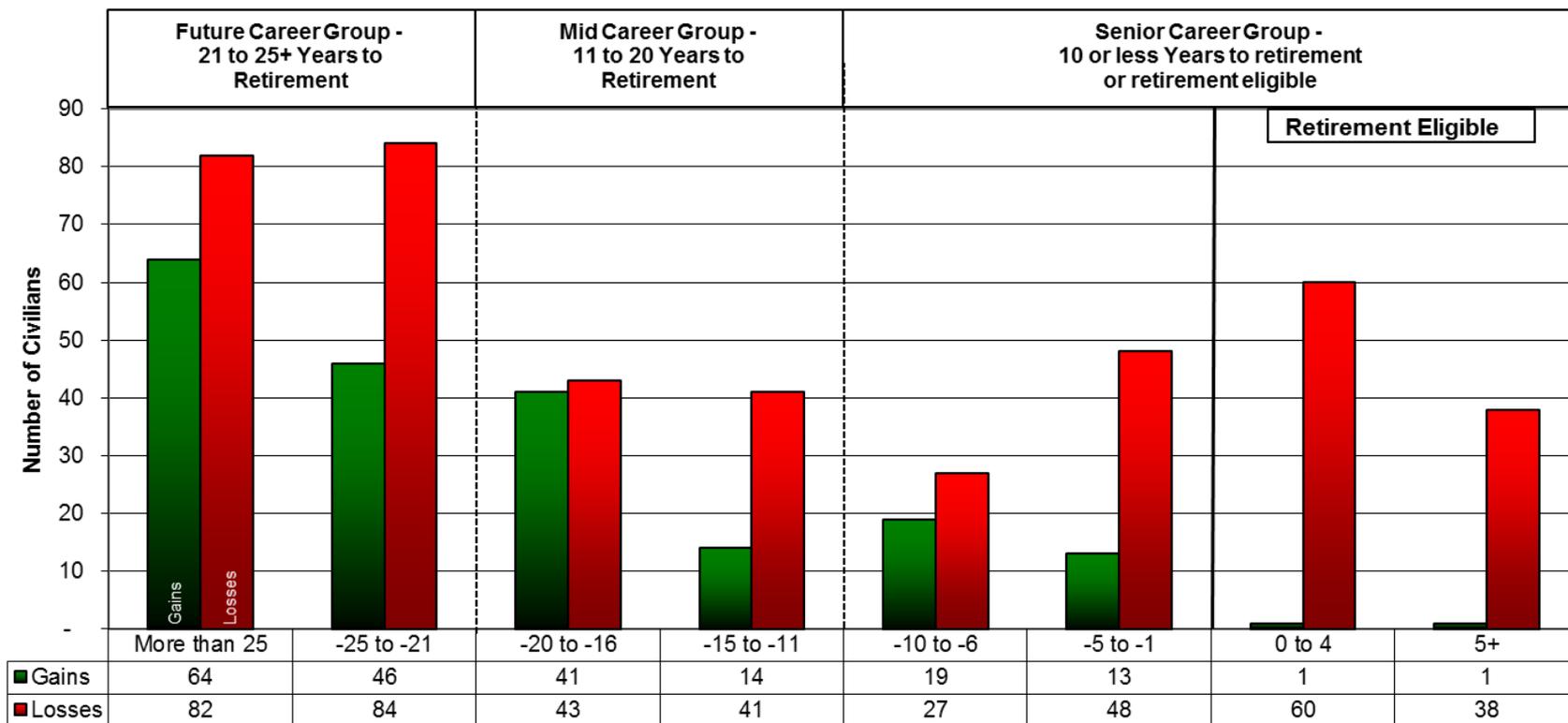
As of FY16Q2 (31 Mar 2016)



Audit Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2016Q2 Gains & Losses*



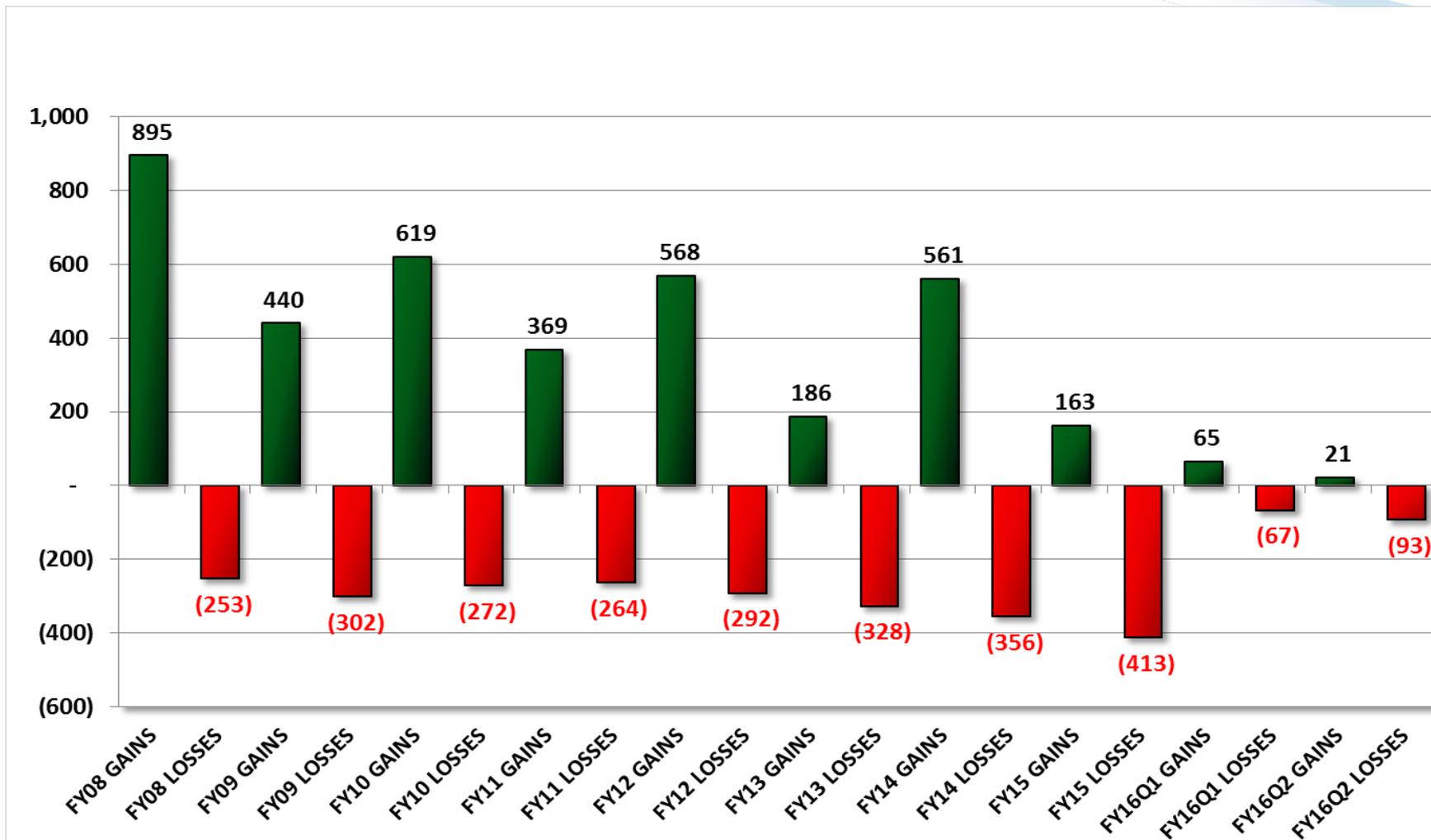
Career Lifecycle by Years to Retirement Eligibility

Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative gains and losses



Audit Historical Gains and Losses



*Does not include Administrative Gains and Losses

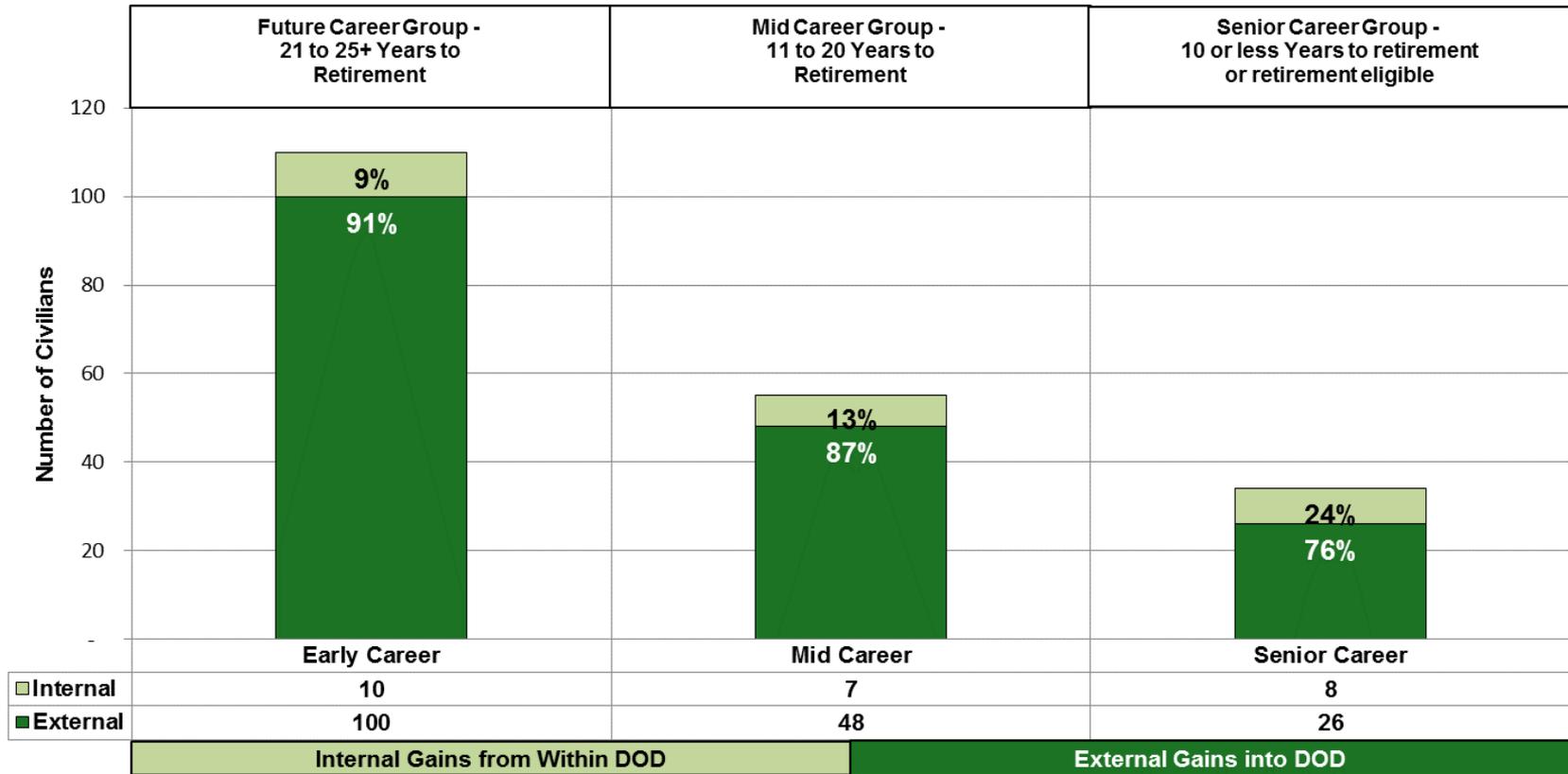
As of FY16Q2 (31 Mar 2016)



Audit Internal/External Gains % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2016Q2 Gains*



Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

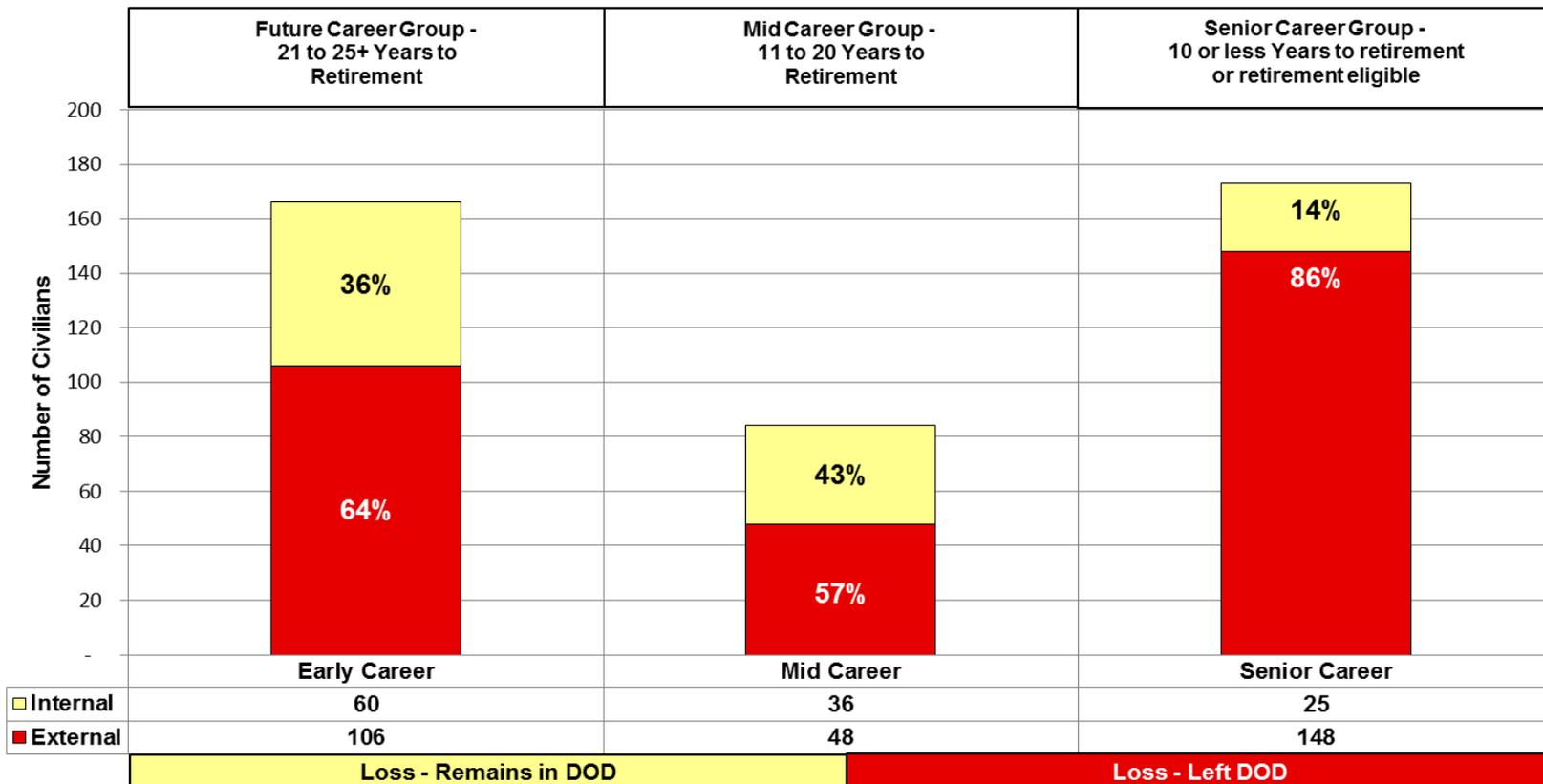
*Does not include administrative gains



Audit Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian) - Audit

Workforce Lifecycle FY2016Q2 Losses*



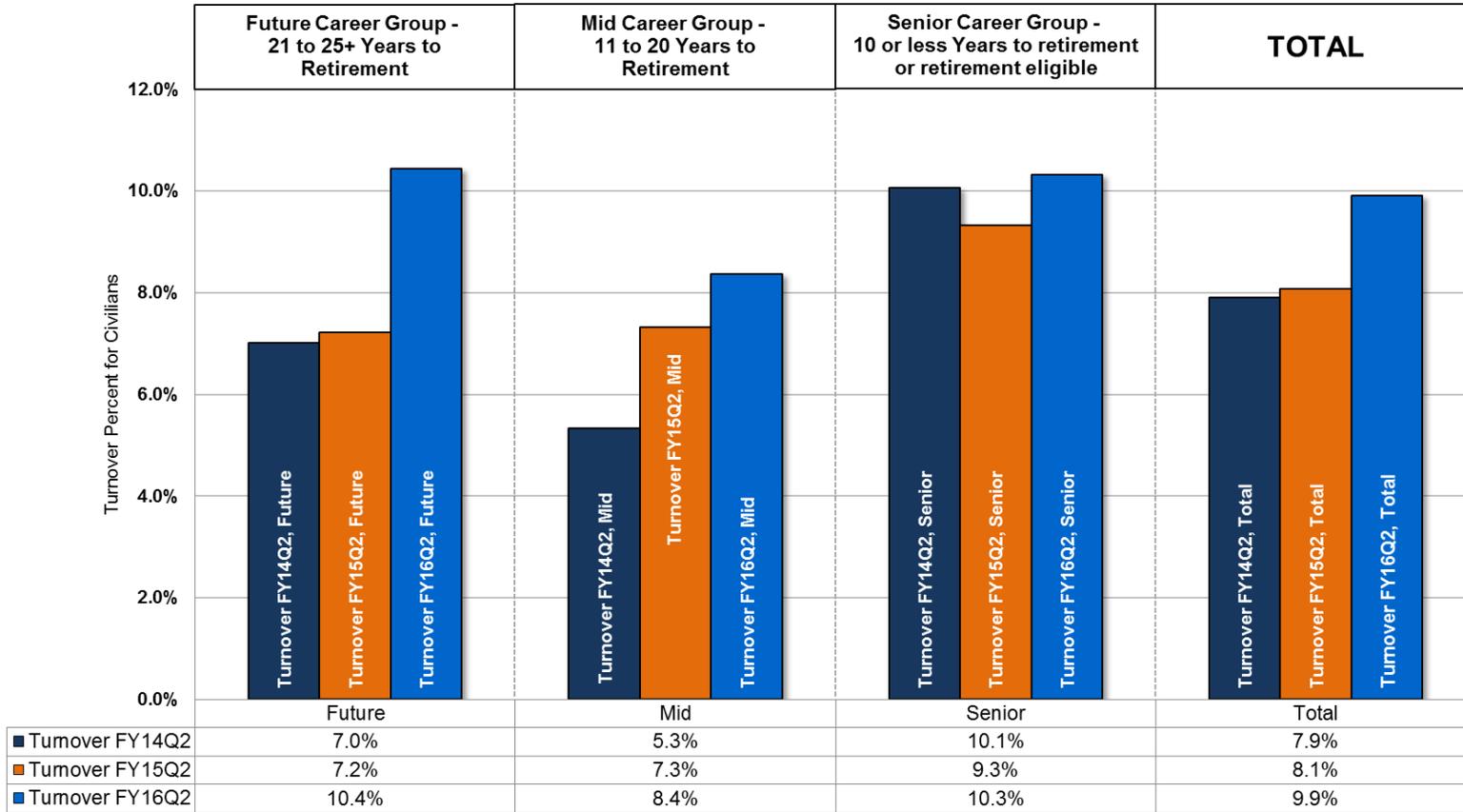
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative losses



Audit Turnover Rates by Career Group

Defense Acquisition Workforce Turnover - Audit (Civilian) (FY14Q2, FY15Q2, FY16Q2)(by Career Lifecycle Group)



Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

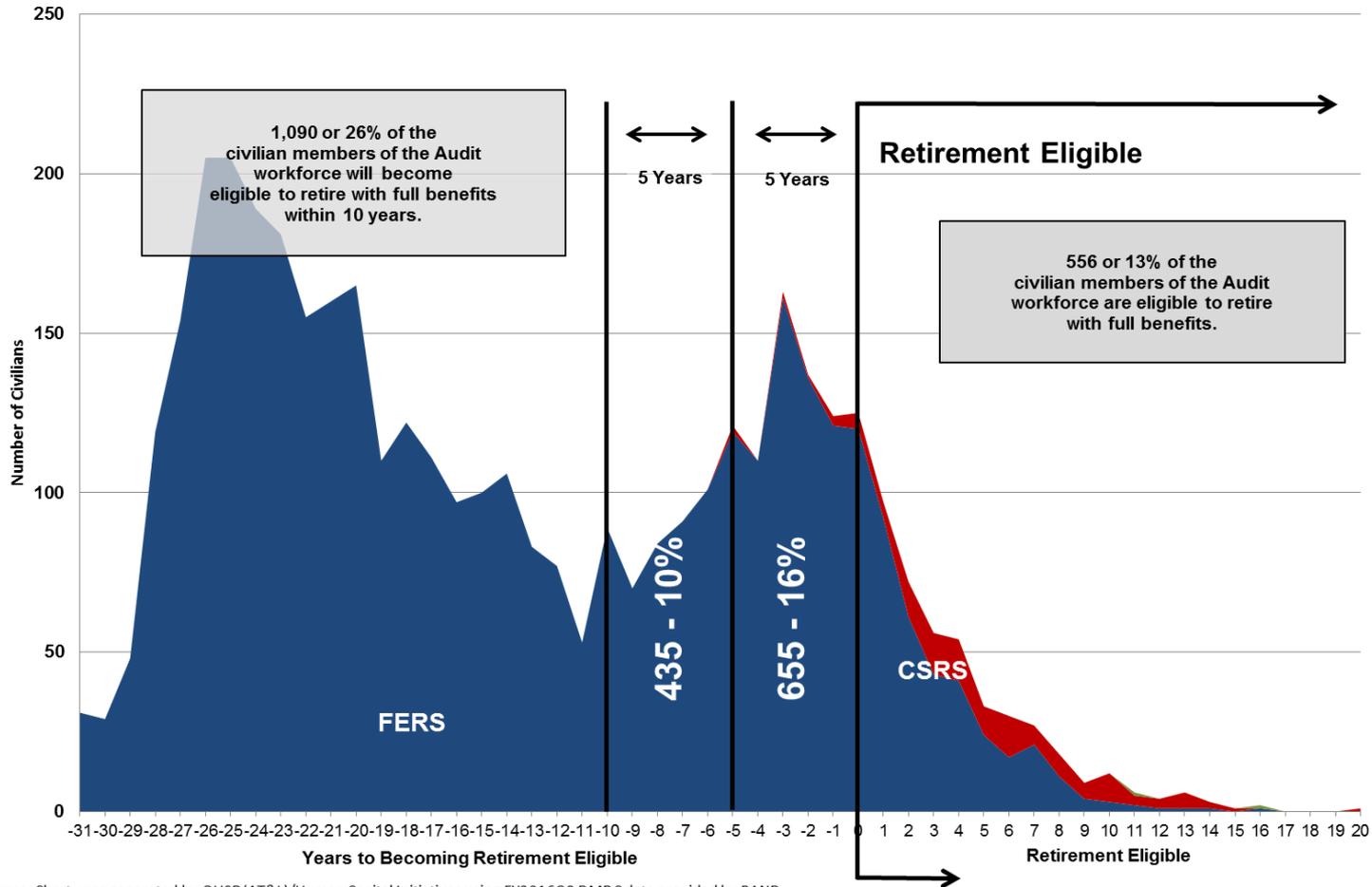


Audit Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - Audit

Distribution by Years to Retirement Eligibility (Civilians)(FY2016Q2)



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2016Q2 DMDC data provided by RAND.

As of FY16Q2 (31 Mar 2016)



END