



Defense Acquisition Workforce Key Information

Business

As of FY16Q2 (31 March 2016)



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



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Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Business	FY 2008				FY2016Q2			
	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce	BUS Civilian (Civ)	BUS Military (Mil)	Total BUS (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	6,840	245	7,085	125,879	7,461	228	7,689	158,212
Change in size from 2008	-	-	-	-	9%	-7%	9%	26%
Civilian/Military Composition	97%	3%	-	88% / 12%	97%	3%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	63%	84%	63%	77%	78%	94%	78%	82%
Graduate Degree	21%	44%	22%	29%	37%	48%	37%	39%
Certification								
Level I or Higher Achieved	59%	57%	59%	72%	81%	34%	80%	85%
Level II or Higher Achieved	43%	28%	43%	61%	69%	14%	68%	74%
Level III Achieved	30%	14%	30%	36%	41%	5%	40%	43%
Position Certification Requirement Met or Exceeded	42%	29%	41%	58%	70%	15%	68%	75%
Within 24 Months of Certification Requirement	30%	55%	31%	27%	25%	75%	26%	21%
Does Not Meet Certification Requirement	28%	16%	28%	14%	5%	9%	6%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	70%	20%	68%	62%	38%	0%	37%	39%
Average Age	47.4	37.3	47.0	45.7	44.6	32.0	44.2	44.4
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	18/22/60(%)	-	-	20/23/57 (%)(Civ)	26/26/48(%)	-	-	28/29/43(%)
Average Years of Service	19.2	13.2	19.0	17.3	15.0	10.2	14.9	15.0
Retirement Eligible*	1,230(18%)	-	-	19,051(17%) (Civ)	1,220(16%)	-	-	26,669(19%)
Retirement Eligible w/in 5 Years*	1,506(22%)	-	-	21,315(19%) (Civ)	1,254(17%)	-	-	25,977(18%)
Total Gains/Losses*	1,360/1,651	-	-	14,245/15,030 (Civ)	1,080/820	-	-	15,983/10,440

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.



Highlights



Defense Acquisition Workforce Size Highlights

- The current Business (Cost Est & Fin Mgt) Defense Acquisition Workforce count is 7,689 up from 7,085 in FY08, a total increase of 604
- The Business (Cost Est & Fin Mgt) Defense Acquisition Workforce count was at its highest point (8,261) in FY11, and its lowest point (7,085) in FY08
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and MDA, with increases of 902 (59%), 690 (35%), and 188 (209%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, and DLA, with decreases of 1,400 (-42%), and 5 (-71%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

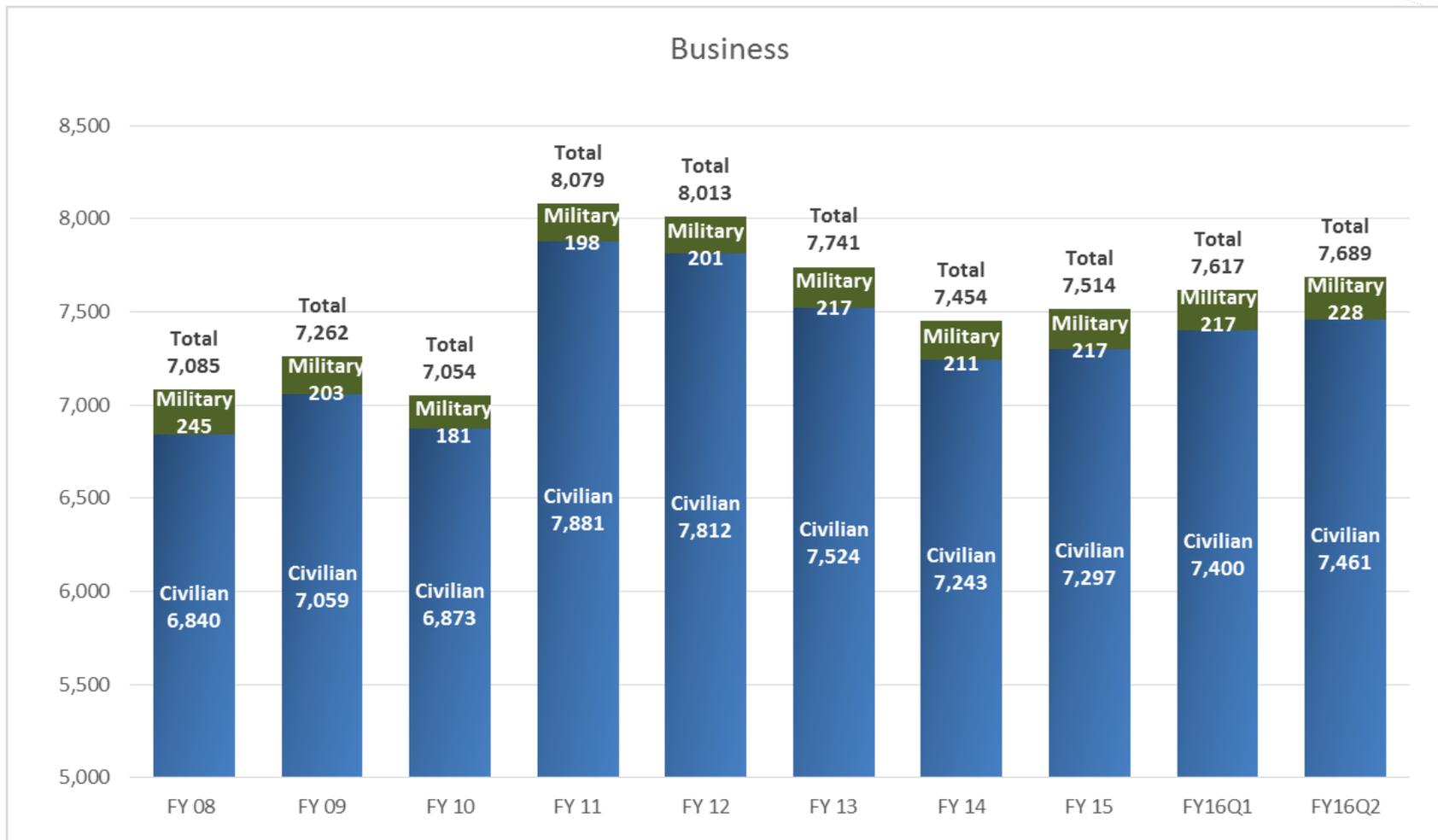
- The current Business - CE + FM Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 68%; up from 41.2% in FY08
- The current Business - CE + FM Meets/Exceeds certification rate is up 26.8% from FY08
- The current Business - CE + FM Defense Acquisition Workforce DAWIA 24 month grace period rate is 26.4%; down from 30.8% in FY08
- The current Business - CE + FM Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 5.6%; down from 28.0% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 47.8% (3,556) (10 years or less to retirement eligibility or retirement eligible)
- 16.4% (1,220) are currently eligible to retire
- Mid Career Group 25.9% (1,925) (11 to 20 years to retirement), 22.3% in FY08
- Early Career Group 26.3% (1,959) (21 to 25+ years to retirement), ↑ from 17.7% in FY08



Total Historic Workforce

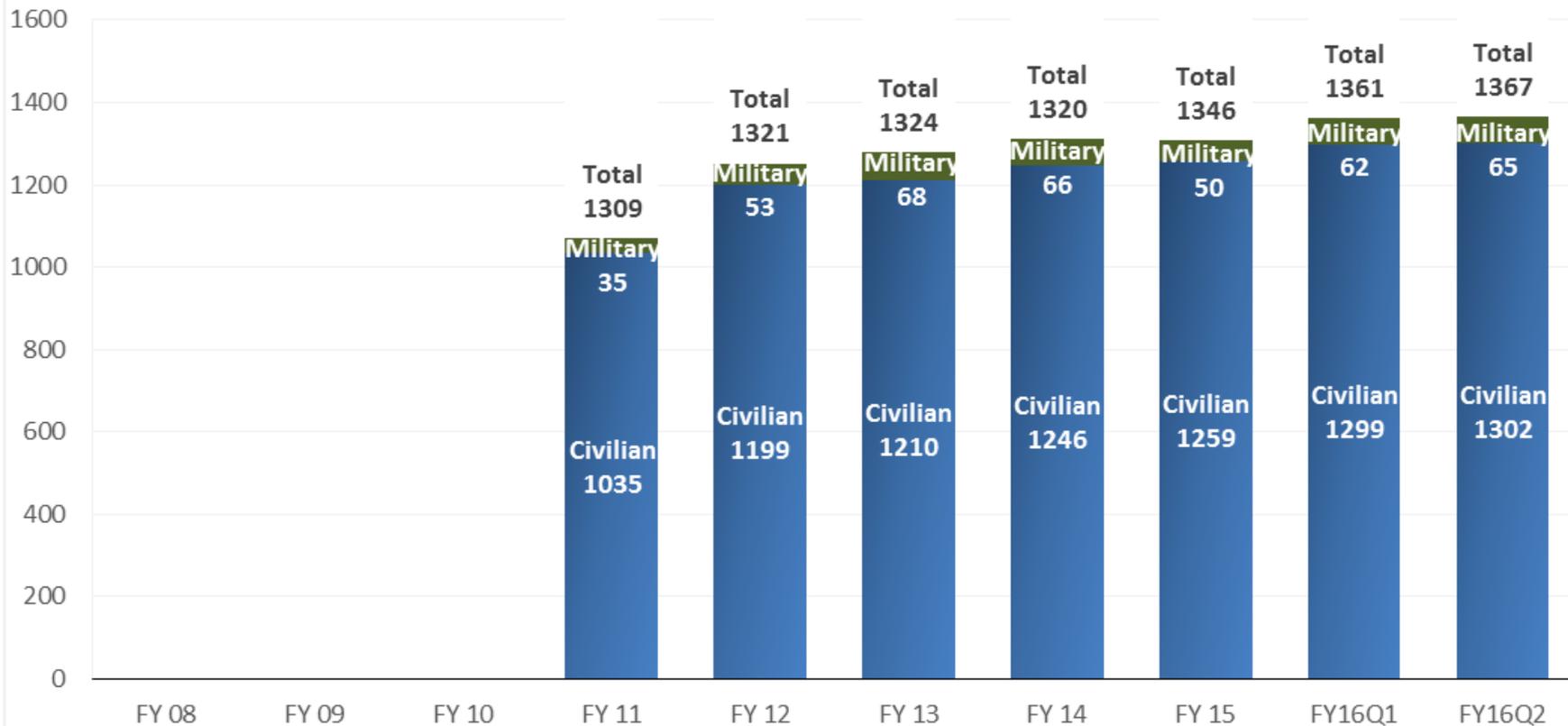




Total Historic Workforce

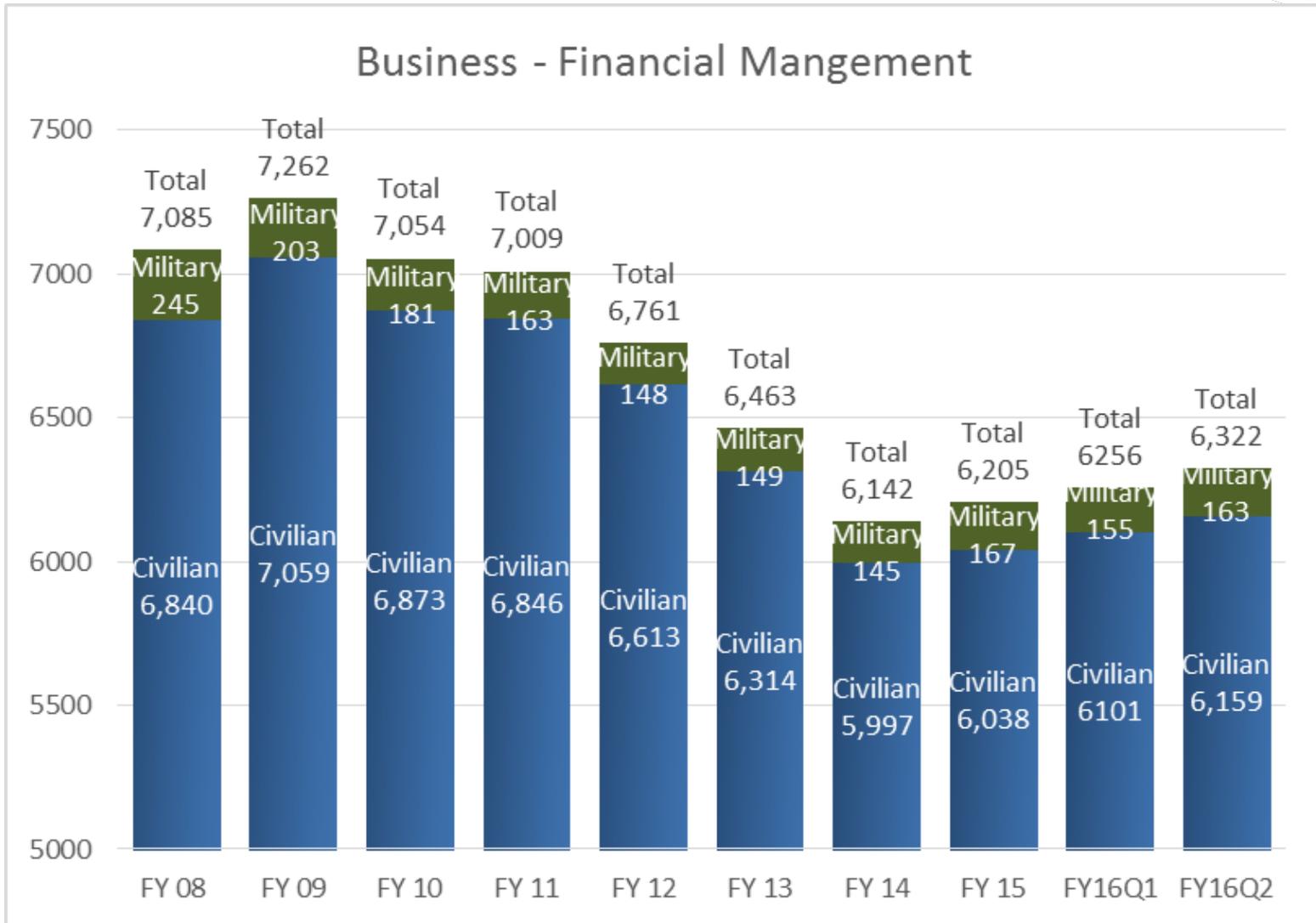


Business - Cost Estimating



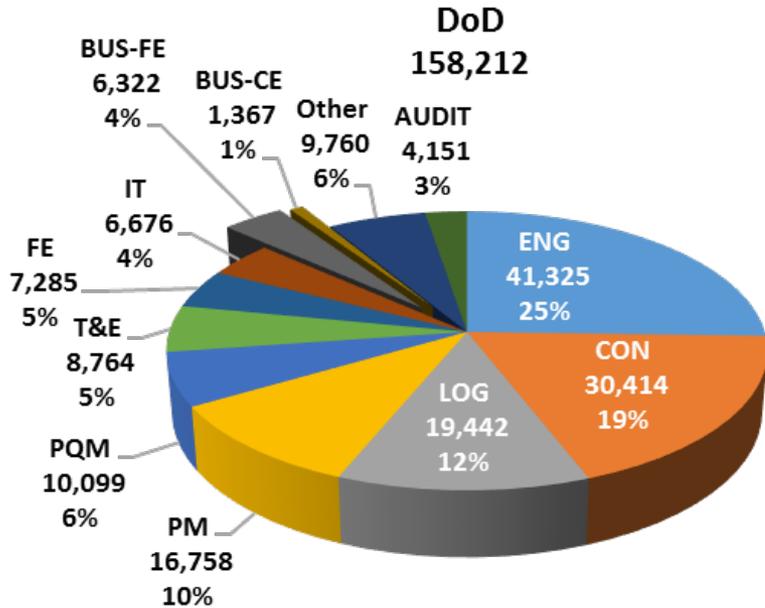


Total Historic Workforce





AWF by Component and Career Field



AWF Count by Career Category FY16Q2	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%		



Business Workforce Historical Size by Agency FY05 – FY16Q2



Business (Cost Est & Fin Mgt)	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	4,352	4,310	3,877	3,350	2,771	2,860	2,723	2,548	2,369	2,016	1,906	1,950	-42%	2%
DoN	1,840	1,715	1,817	1,935	2,286	2,584	2,615	2,582	2,457	2,427	2,570	2,625	36%	2%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	2,118	2,309	2,248	2,233	2,288	2,398	2,432	59%	1%
DCMA	18	30	48	46	112	153	166	192	227	219	219	197	328%	-10%
DLA	-	-	21	7	6	2	2	7	5	4	1	2	-71%	100%
DCAA	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
MDA	43	64	45	90	123	244	263	265	298	293	277	278	209%	0%
DISA	6	11	19	17	9	12	15	14	12	20	18	18	6%	0%
DHA	-	-	1	6	5	19	29	26	25	33	21	23	283%	10%
DTRA	1	68	62	48	53	64	62	65	70	79	71	74	54%	4%
DAU	24	27	-	25	33	37	48	53	44	39	37	38	52%	3%
National Reconnaissance Of														
OSD	3	3	2	14	7	11	17	14	14	12	14	14	0%	0%
JCS	-	-	-	-	-	-	-	14	11	8	8	9		13%
DeCA	-	-	-	-	-	-	-	-	1	3	2	2		0%
WHS	-	1	1	-	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	1	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	4	4	4	4	4	4	5		25%
DoD HRA	-	-	-	1	-	-	2	1	-	-	-	-	-100%	
TRMC	3	4	-	5	3	4	4	4	3	4	4	4	-20%	0%
DSCA	-	-	-	2	1	1	1	1	1	1	-	1	-50%	
DMA	-	-	-	-	1	1	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1	-		-100%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	1	-	-	-	-	-	-	-	-	-		
Uniformed Services														
University of The Health Sciences	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
Defense POW/MIA Accounting Agency	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-	-		
TOTAL	8,119	7,747	7,387	7,085	7,262	8,124	8,261	8,039	7,775	7,451	7,551	7,689	↑	↑
													8.5%	1.8%



Business CE Workforce Historical Size by Agency FY05 – FY16Q2



Business - CE	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY10	% Change Since FY15
<i>Defense Acq Workforce</i>														
ARMY	-	-	-	-	-	270	280	267	262	250	244	245	-9%	0%
DoN	-	-	-	-	-	450	499	512	534	548	570	572	27%	0%
AIR FORCE	-	-	-	-	-	300	417	429	432	438	454	467	56%	3%
DCMA	-	-	-	-	-	2	2	2	4	2	5	5	150%	0%
DLA	-	-	-	-	-	-	-	1	2	1	-	-		
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	-	-	-	41	34	48	60	54	53	55	34%	4%
DISA	-	-	-	-	-	1	4	4	4	4	8	8	700%	0%
DHA	-	-	-	-	-	1	4	4	5	3	2	4	300%	100%
DTRA	-	-	-	-	-	-	-	-	-	-	-	-		
DAU	-	-	-	-	-	5	12	11	8	8	7	8	60%	14%
<i>National Reconnaissance Office</i>														
OSD	-	-	-	-	-	-	-	-	1	1	3	3		0%
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	-	-	-	-	-	-		
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
<i>Uniformed Services</i>														
University of The Health Sciences	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
Defense POW/MIA Accounting Agency	-	-	-	-	-	-	-	-	-	-	-	-		
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	-	-	-	-	-	1,070	1,252	1,278	1,312	1,309	1,346	1,367	↑ 26%	↑ 1.6%



Business FM Workforce Historical Size by Agency FY05 – FY16Q2



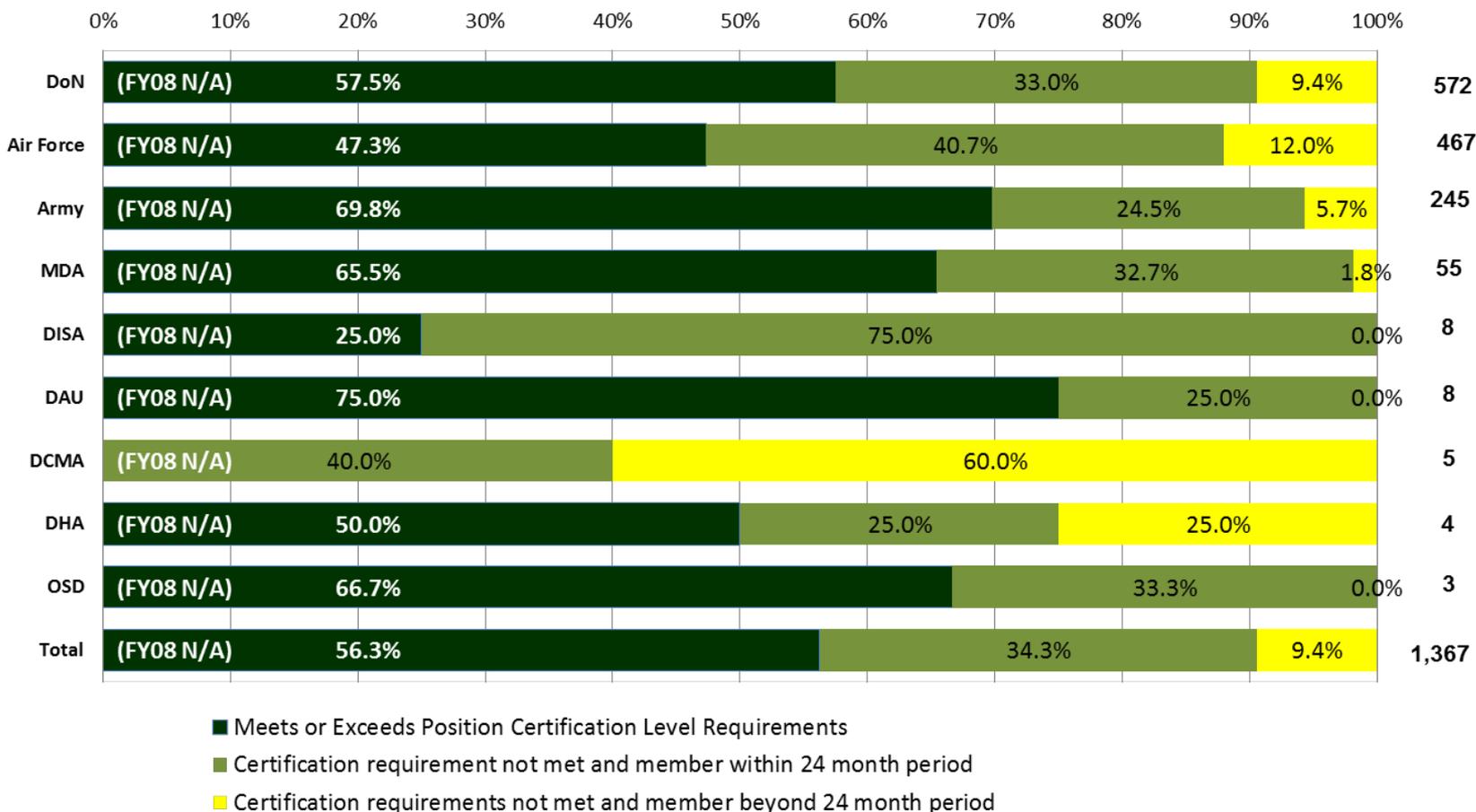
Business - FM	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	4,352	4,310	3,877	3,350	2,771	2,590	2,443	2,281	2,107	1,766	1,662	1,705	-49%	3%
DoN	1,840	1,715	1,817	1,935	2,286	2,134	2,116	2,070	1,923	1,879	2,000	2,053	6%	3%
AIR FORCE	1,826	1,503	1,488	1,530	1,845	1,818	1,892	1,819	1,801	1,850	1,944	1,965	28%	1%
DCMA	18	30	48	46	112	151	164	190	223	217	214	192	317%	-10%
DLA	-	-	21	7	6	2	2	6	3	3	1	2	-71%	100%
DCAA	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
MDA	43	64	45	90	123	203	229	217	238	239	224	223	148%	0%
DISA	6	11	19	17	9	11	11	10	8	16	10	10	-41%	0%
DHA	-	-	1	6	5	18	25	22	20	30	19	19	217%	0%
DTRA	1	68	62	48	53	64	62	65	70	79	71	74	54%	4%
DAU	24	27	-	25	33	32	36	42	36	31	30	30	20%	0%
National Reconnaissance Office	-	-	-	-	-	-	-	-	-	-	-	17		
OSD	3	3	2	14	7	11	17	14	13	11	11	11	-21%	0%
JCS	-	-	-	-	-	-	-	14	11	8	8	9		13%
DeCA	-	-	-	-	-	-	-	-	1	3	2	2		0%
WHS	-	1	1	-	-	-	-	-	-	-	-	-		
DFAS	3	9	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	1	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	4	4	4	4	4	4	5		25%
DoD HRA	-	-	-	1	-	-	2	1	-	-	-	-	-100%	
TRMC	3	4	-	5	3	4	4	4	3	4	4	4	-20%	0%
DSCA	-	-	-	2	1	1	1	1	1	1	-	1	-50%	
DMA	-	-	-	-	1	1	-	-	-	-	-	-		
DSS	-	-	-	-	-	-	1	1	1	1	1	-		-100%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	1	-	-	-	-	-	-	-	-	-		
Uniformed Services University of The Health Sciences														
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
Defense POW/MIA Accounting Agency														
IG	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	1	5	8	7	10	-	-	-	-	-	-		
TOTAL	8,119	7,747	7,387	7,085	7,262	7,054	7,009	6,761	6,463	6,142	6,205	6,322	↓ -10.8%	↑ 1.9%



Business -CE DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Business - CE (FY16Q2)

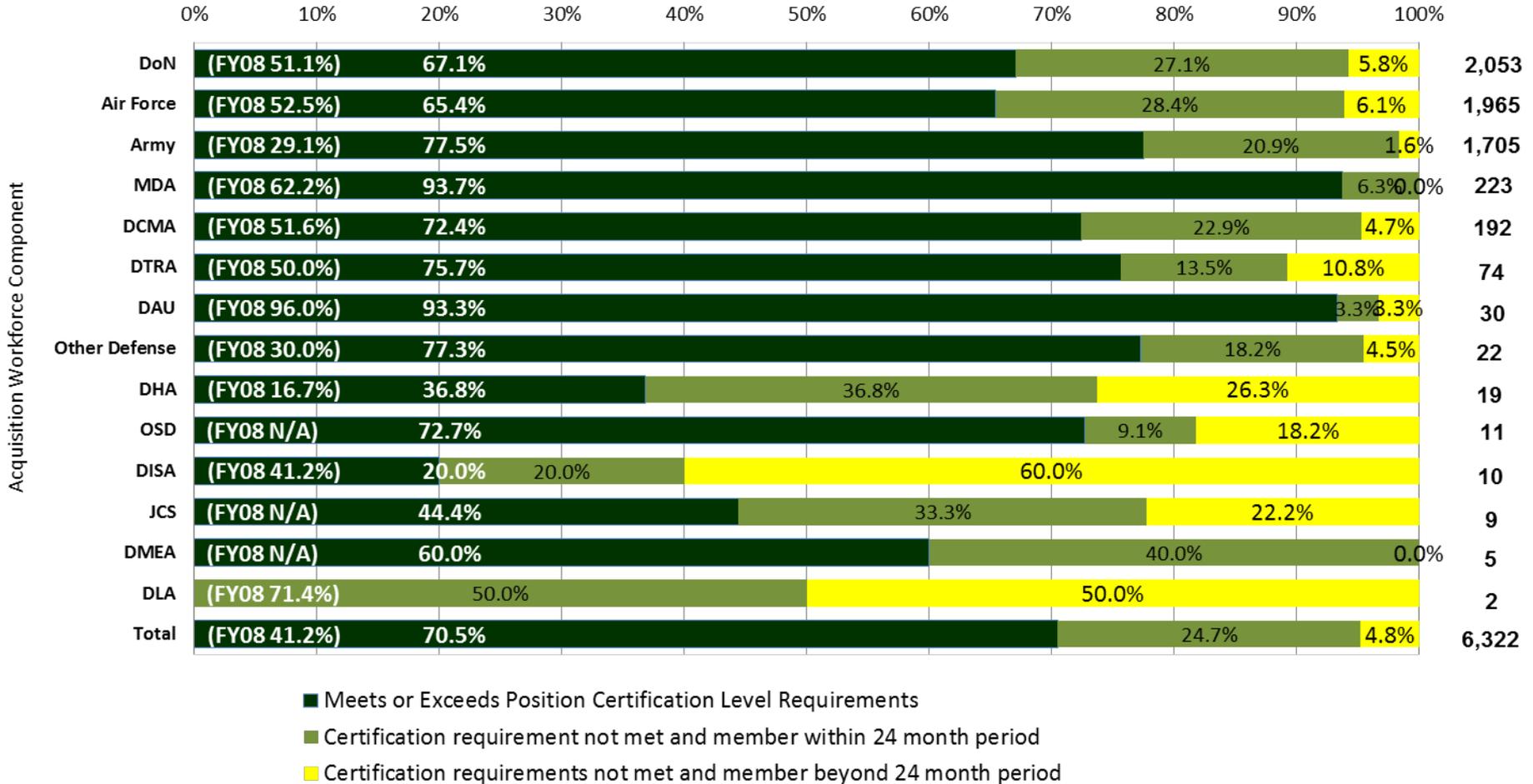
Acquisition Workforce Component





Business - FM DAWIA Certification by Component

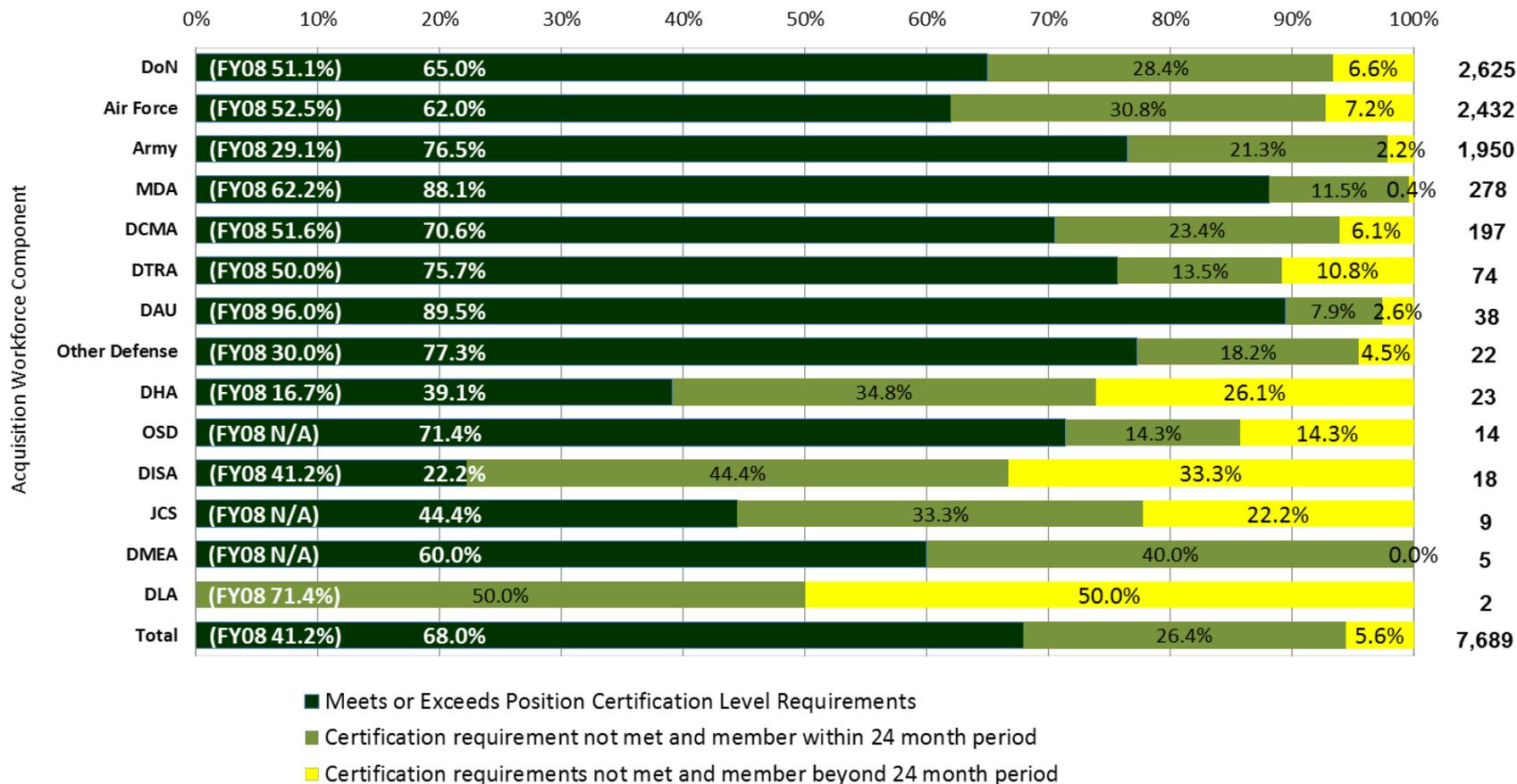
Certification Level "Meet/Exceed" Rates by Component Business - FM (FY16Q2)





Business DAWIA Certification by Component

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

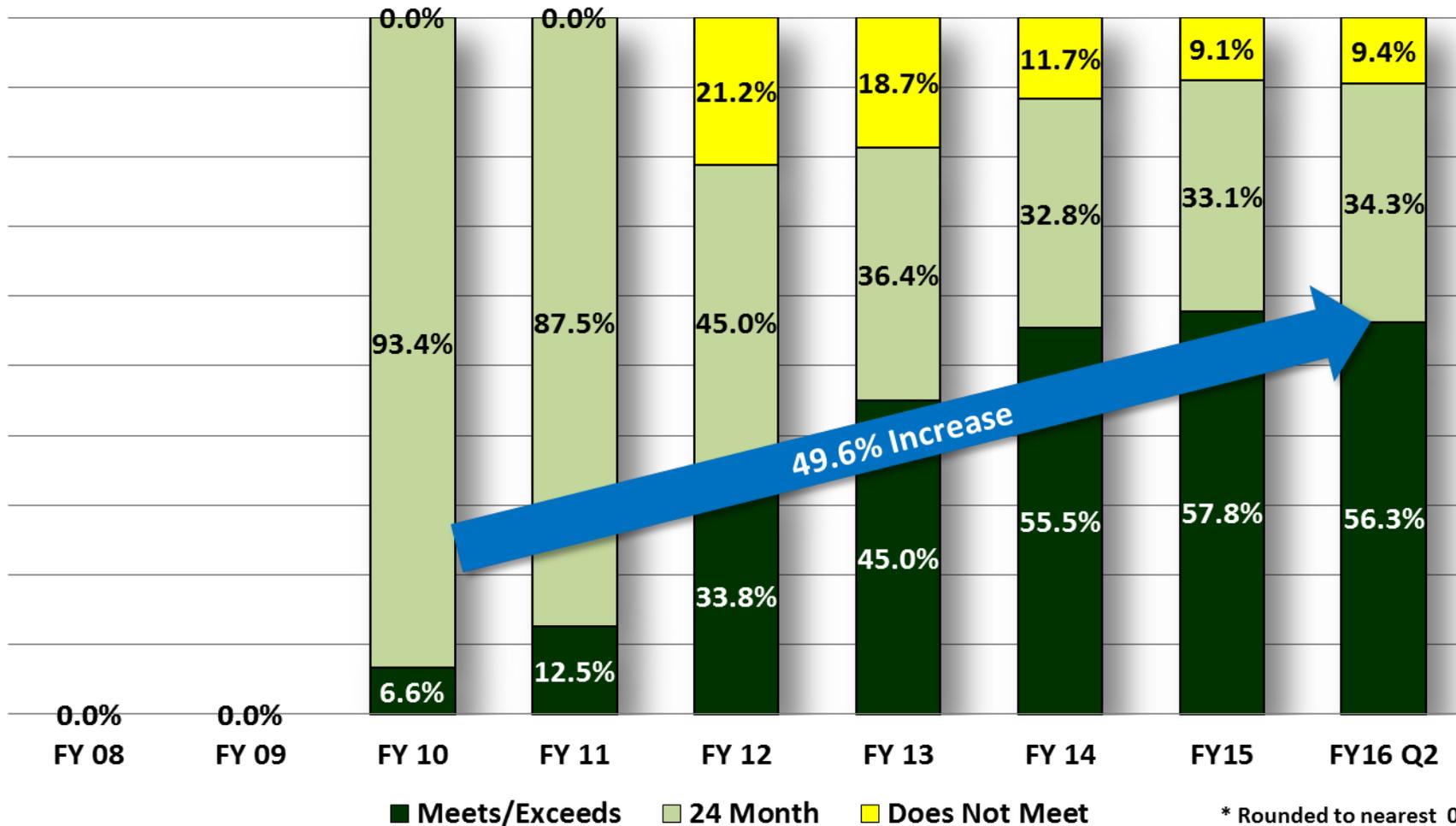




Business Historical DAWIA Certification FY08 – FY16Q2



Business - CE

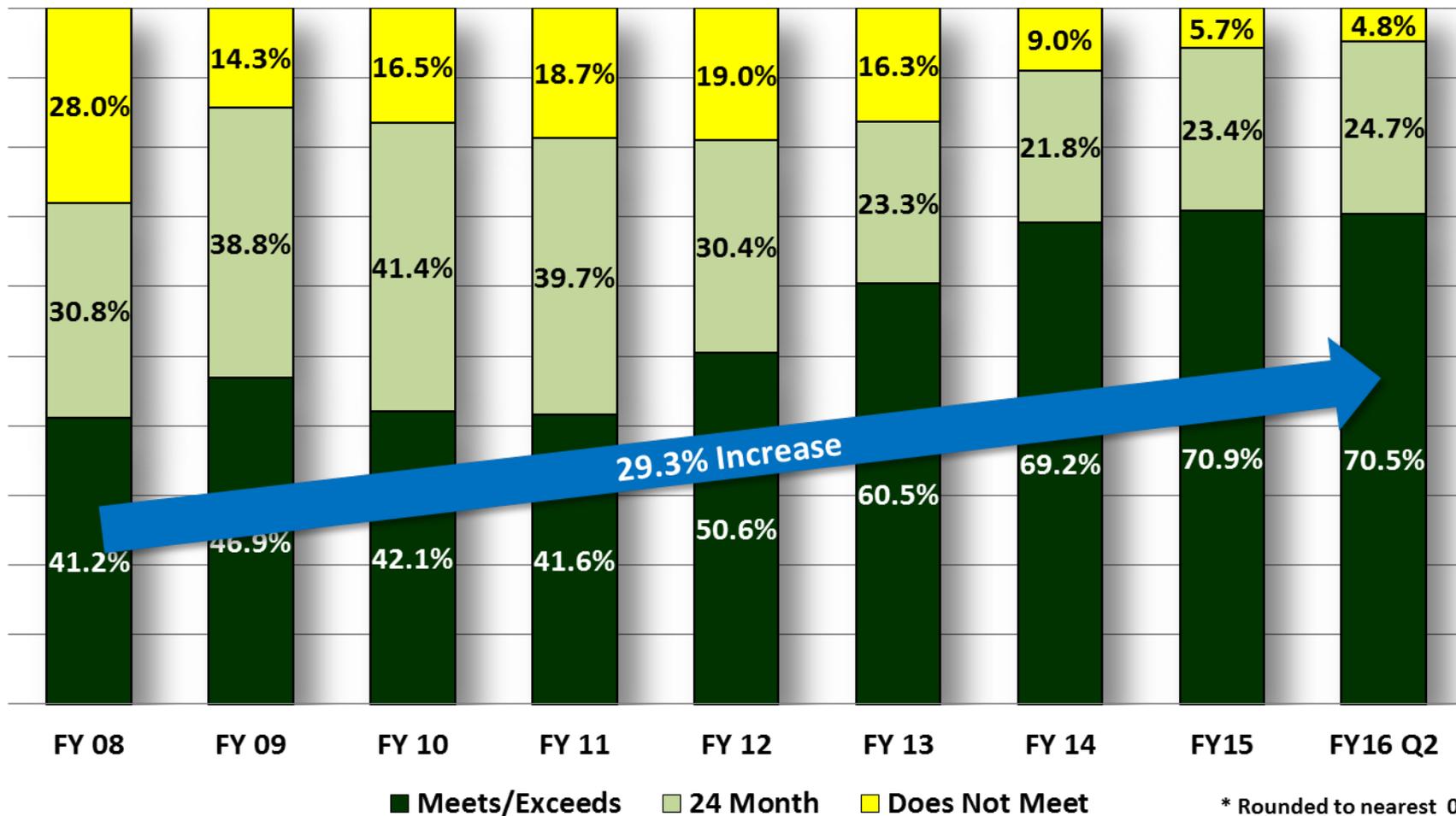




Business Historical DAWIA Certification FY08 – FY16Q2



Business - FM

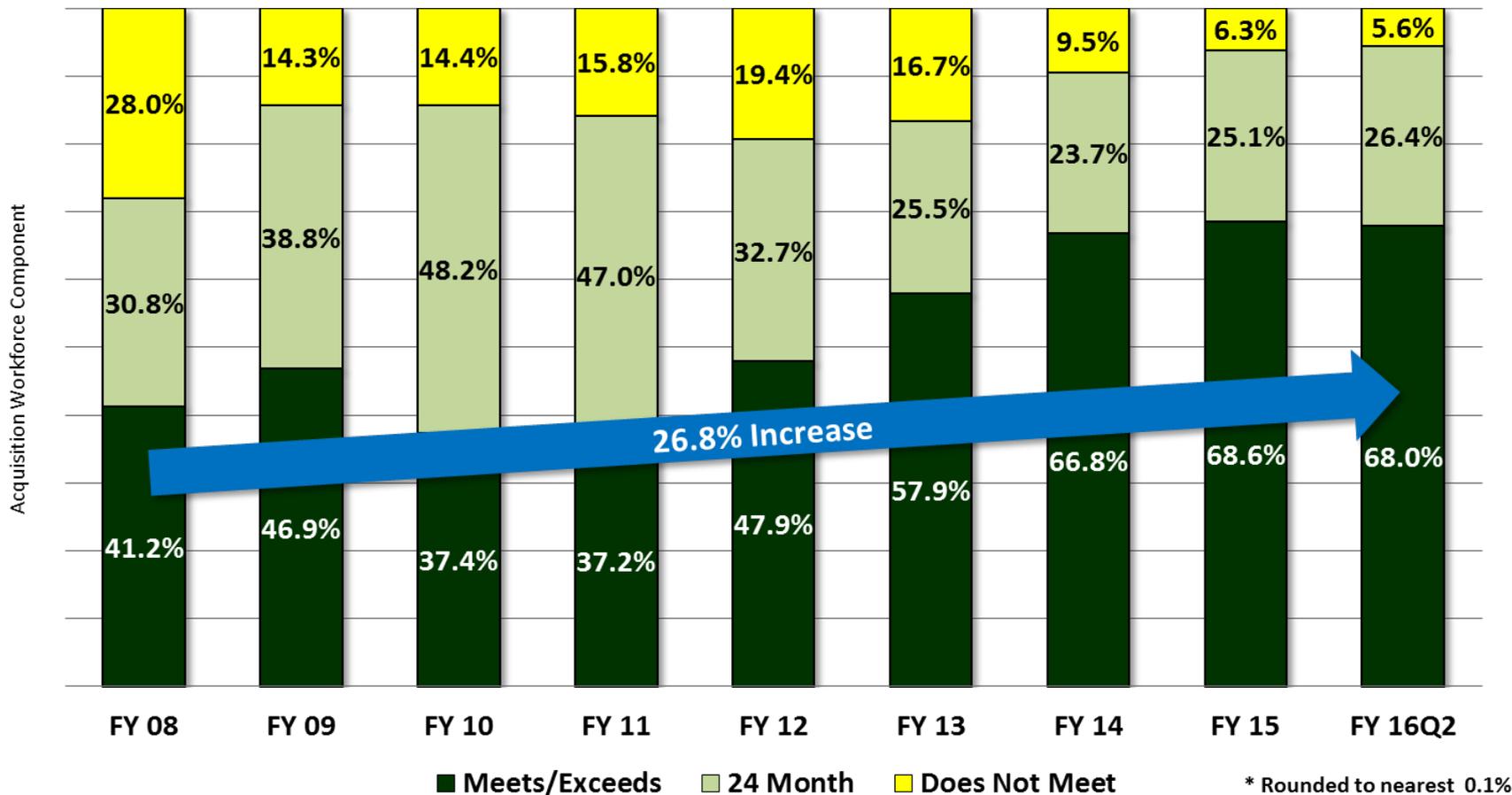




Business Historical DAWIA Certification FY08 – FY16Q2



Business - CE + FM





Business - CE DAWIA Certification Matrix + Bench Strength

Business - Cost Estimating	Achieved Certification Level				FY16Q1 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	79	19	2	1	101	21.8%
Level II	191	108	224	61	584	48.8%
Level III	66	46	103	460	675	68.1%
Unspecified	1	-	-	-	1	
FY16Q1 TOTAL	337	173	329	522	1,361	56.4%
	24.8%	12.7%	24.2%	38.4%		

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%	
Business - (64	4.7%	#N/A

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	22	78	1	101	7.4%
Level II	285	235	64	584	42.9%
Level III	460	146	69	675	49.6%
Unspecified	-	1	-	1	0.1%
Business - Cost Estimating TOTAL	767	460	134	1,361	
	56.4%	33.8%	9.8%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business - FM DAWIA Certification Matrix + Bench Strength

Business - FM Required Certification Level	Achieved Certification Level				FY16Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	360	268	35	17	680	47.1%
Level II	673	423	1,645	690	3,431	68.1%
Level III	183	62	164	1,801	2,210	81.5%
<i>Unspecified</i>	-	-	-	1	1	
FY16Q2 TOTAL	1,216	753	1,844	2,509	6,322	70.5%
	19.2%	11.9%	29.2%	39.7%		

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%	
<i>Business - I</i>	742	11.7%	#N/A

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	320	346	14	680	10.8%
Level II	2,335	889	207	3,431	54.3%
Level III	1,801	328	81	2,210	35.0%
<i>Unspecified</i>	1	-	-	1	0.0%
Business - FM TOTAL	4,457	1,563	302	6,322	
	70.5%	24.7%	4.8%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business DAWIA Certification Matrix + Bench Strength



Business	Achieved Certification Level				FY16Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	437	289	36	18	780	44.0%
Level II	851	544	1,863	746	4,004	65.2%
Level III	243	113	272	2,273	2,901	78.4%
Unspecified	3	-	-	1	4	
FY16Q2 TOTAL	1,534	946	2,171	3,038	7,689	68.0%
	20.0%	12.3%	28.2%	39.5%		

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%	
Business	800	10.4%	6 of 13

** Based on population total without unspecified positions

Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	343	421	16	780	10.1%
Level II	2,609	1,133	262	4,004	52.1%
Level III	2,273	475	153	2,901	37.7%
Unspecified	1	3	-	4	0.1%
Business TOTAL	5,226	2,032	431	7,689	
	68.0%	26.4%	5.6%		

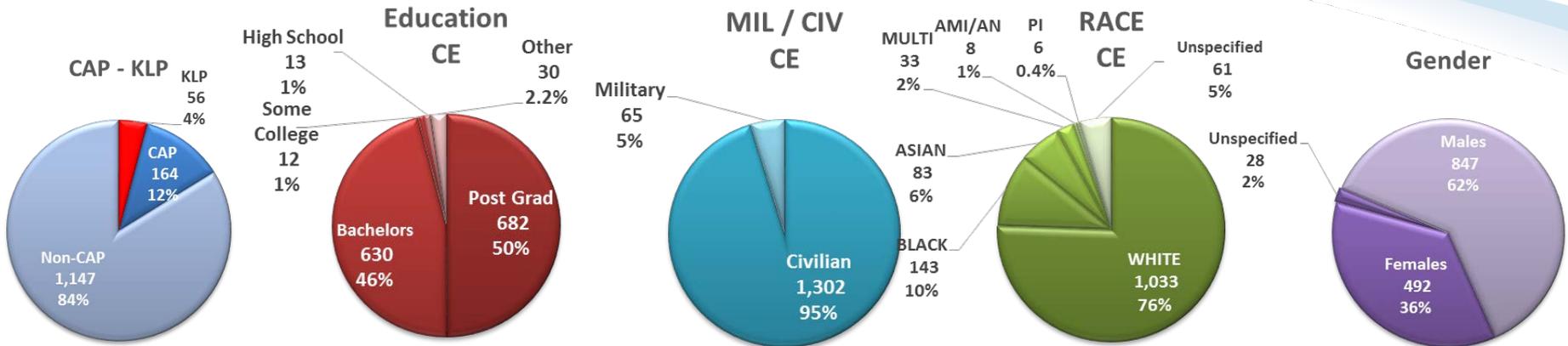
= Compliance

= Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Business CE Demographics



Occupied Position Type	BUS-CE TOTAL	Entire DAW
Key Leadership Positions (KLPs)	56 <i>4.1%</i>	1,128 <i>0.7%</i>
Critical Acquisition Positions (CAPs) *	164 <i>12.0%</i>	15,701 <i>9.9%</i>
Non-CAP Positions	1,147 <i>83.9%</i>	141,383 <i>89.4%</i>
TOTAL	1,367	158,212

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

Highest Level of Education	BUS-CE TOTAL	Entire DAW
Post Grad	682 <i>49.9%</i>	61,428 <i>38.8%</i>
Bachelors	630 <i>46.1%</i>	69,007 <i>43.6%</i>
Some College	12 <i>0.9%</i>	11,791 <i>7.5%</i>
High School	13 <i>1.0%</i>	12,464 <i>7.9%</i>
Other	30 <i>2.2%</i>	3,522 <i>2.2%</i>
TOTAL	1,367	158,212

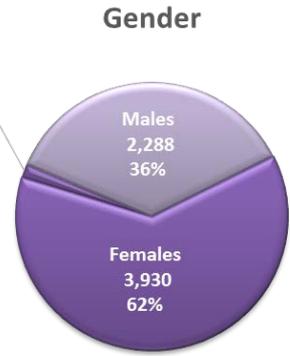
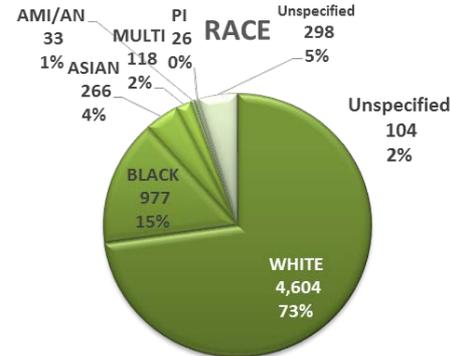
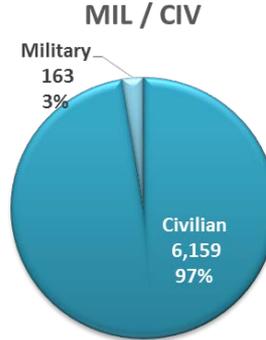
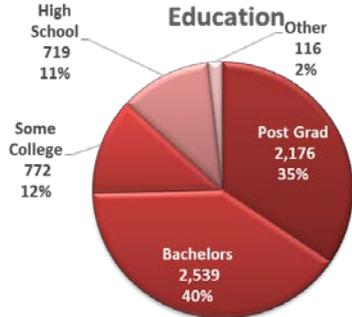
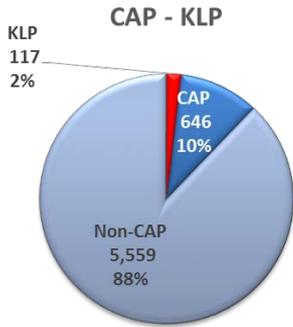
Military / Civilian	BUS-CE TOTAL	Entire DAW
Civilian	1,302 <i>95.2%</i>	142,728 <i>90.2%</i>
Military	65 <i>4.8%</i>	15,484 <i>9.8%</i>
TOTAL	1,367	158,212

Race	BUS-CE TOTAL	Entire DAW
WHITE	1,033 <i>75.6%</i>	116,320 <i>73.5%</i>
BLACK	143 <i>10.5%</i>	18,633 <i>11.8%</i>
ASIAN	83 <i>6.1%</i>	10,154 <i>6.4%</i>
MULTI	33 <i>2.4%</i>	3,381 <i>2.1%</i>
AMI/AN	8 <i>0.6%</i>	844 <i>0.5%</i>
PI	6 <i>0.4%</i>	748 <i>0.5%</i>
Unspecified	61 <i>4.5%</i>	8,132 <i>5.1%</i>
TOTAL	1,367	158,212

Gender	BUS-CE TOTAL	Entire DAW
Males	847 <i>62.0%</i>	110,062 <i>69.6%</i>
Females	492 <i>36.0%</i>	45,274 <i>28.6%</i>
Unspecified	28 <i>2.0%</i>	2,876 <i>1.8%</i>
TOTAL	1,367	158,212



Business FM Demographics



Occupied Position Type	BUS-FM TOTAL	Entire DAW
Key Leadership Positions (KLPs)	117	1,128
Critical Acquisition Positions (CAPs) *	646	15,701
Non-CAP Positions	5,559	141,383
TOTAL	6,322	158,212

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

Highest Level of Education	BUS-FM TOTAL	Entire DAW
Post Grad	2,176	61,428
Bachelors	2,539	69,007
Some College	772	11,791
High School	719	12,464
Other	116	3,522
TOTAL	6,322	158,212

Military / Civilian	BUS-FM TOTAL	Entire DAW
Civilian	6,159	142,728
Military	163	15,484
TOTAL	6,322	158,212

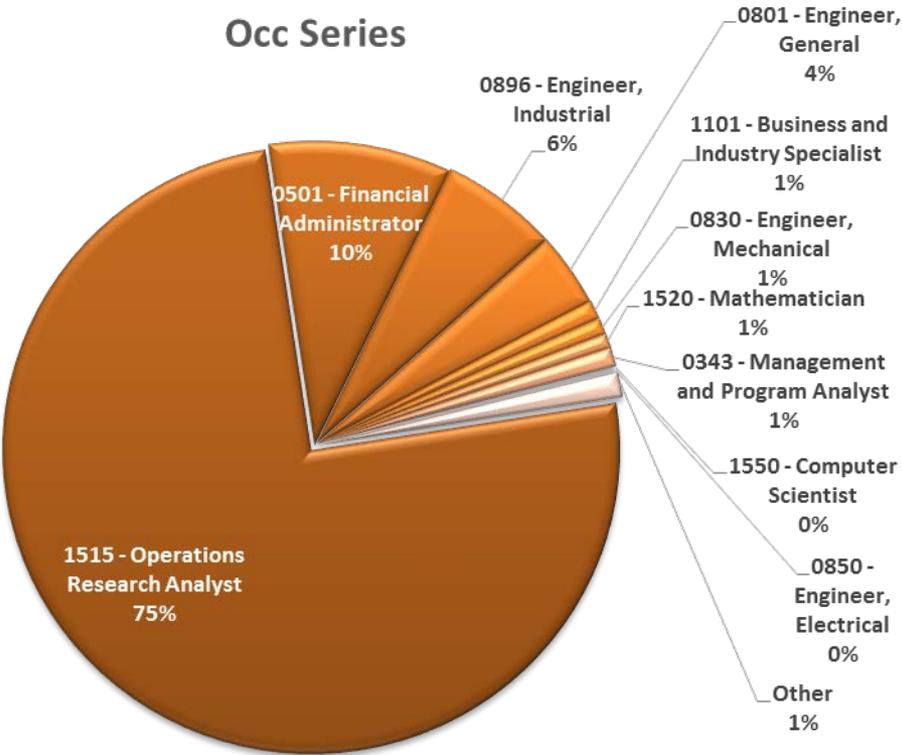
Race	BUS-FM TOTAL	Entire DAW
WHITE	4,604	116,320
BLACK	977	18,633
ASIAN	266	10,154
MULTI	118	3,381
AMI/AN	33	844
PI	26	748
Unspecified	298	8,132
TOTAL	6,322	158,212

Gender	BUS-FM TOTAL	Entire DAW
Males	2,288	110,062
Females	3,930	45,274
Unspecified	104	2,876
TOTAL	6,322	158,212



Business CE Occupational Series

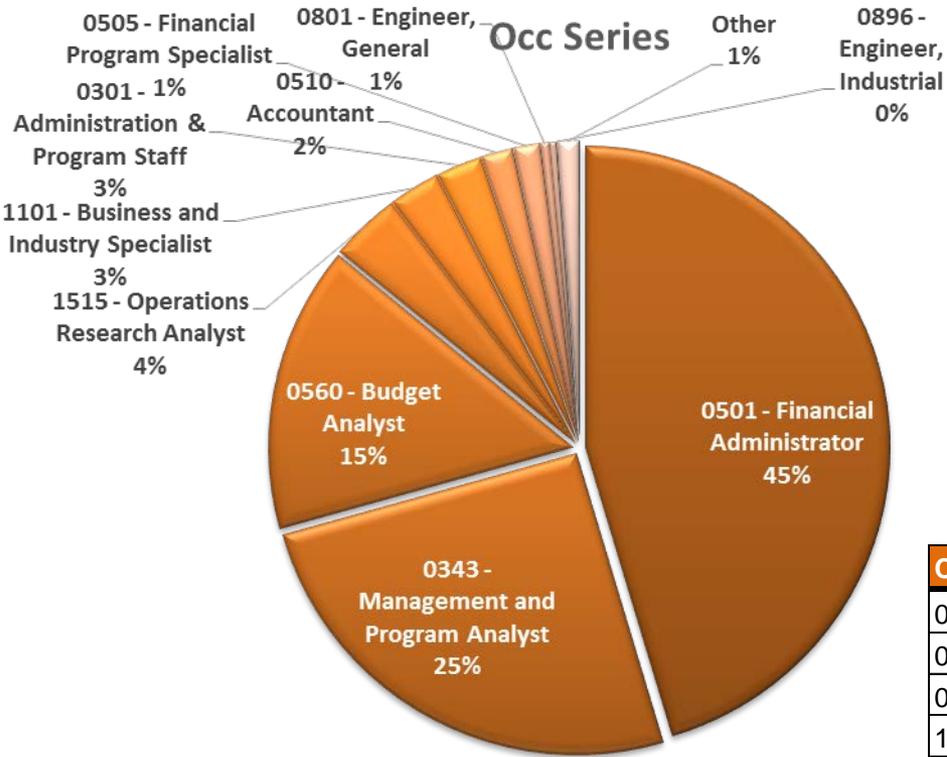
Occ Series



Civilian Occupational Series	BUS-CE TOTAL	
1515 - Operations Research Analyst	978	75.1%
0501 - Financial Administrator	124	9.5%
0896 - Engineer, Industrial	81	6.2%
0801 - Engineer, General	51	3.92%
1101 - Business and Industry Specialist	13	1.00%
0830 - Engineer, Mechanical	11	0.84%
1520 - Mathematician	10	0.77%
0343 - Management and Program Analyst	13	1.00%
1550 - Computer Scientist	3	0.23%
0850 - Engineer, Electrical	1	0.08%
Other	17	1.31%
TOTAL CIVILIAN	1,302	Civilians



Business FM Occupational Series

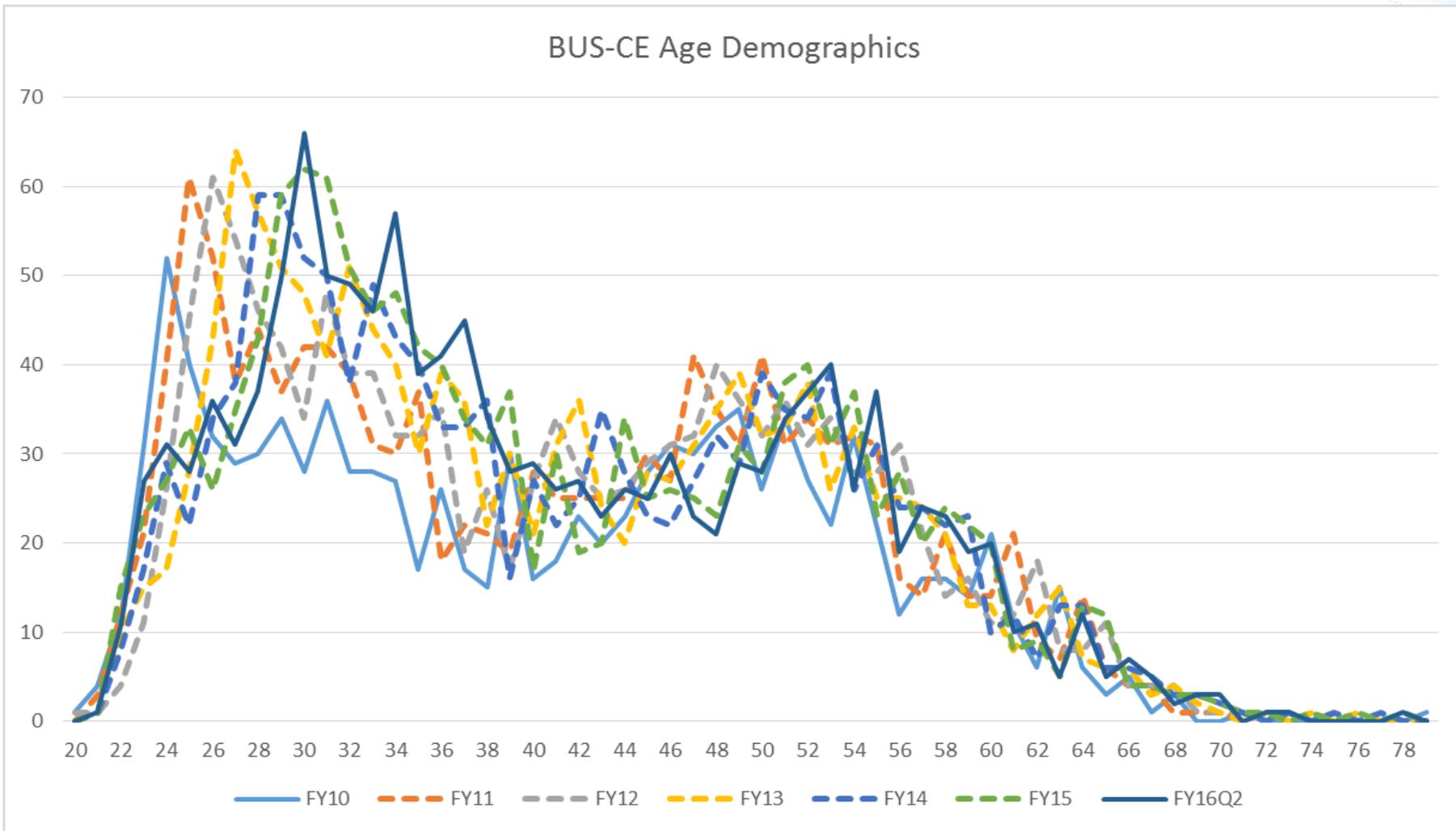


Civilian Occupational Series	BUS-FM TOTAL	
0501 - Financial Administrator	2,796	45.4%
0343 - Management and Program Analyst	1,555	25.2%
0560 - Budget Analyst	945	15.3%
1515 - Operations Research Analyst	232	3.77%
1101 - Business and Industry Specialist	168	2.73%
0301 - Administration & Program Staff	150	2.44%
0510 - Accountant	103	1.67%
0505 - Financial Program Specialist	87	1.41%
0801 - Engineer, General	31	0.50%
0896 - Engineer, Industrial	23	0.37%
Other	69	1.12%
TOTAL CIVILIAN	6,159	Civilians



Age Demographics

BUS-CE Age Demographics

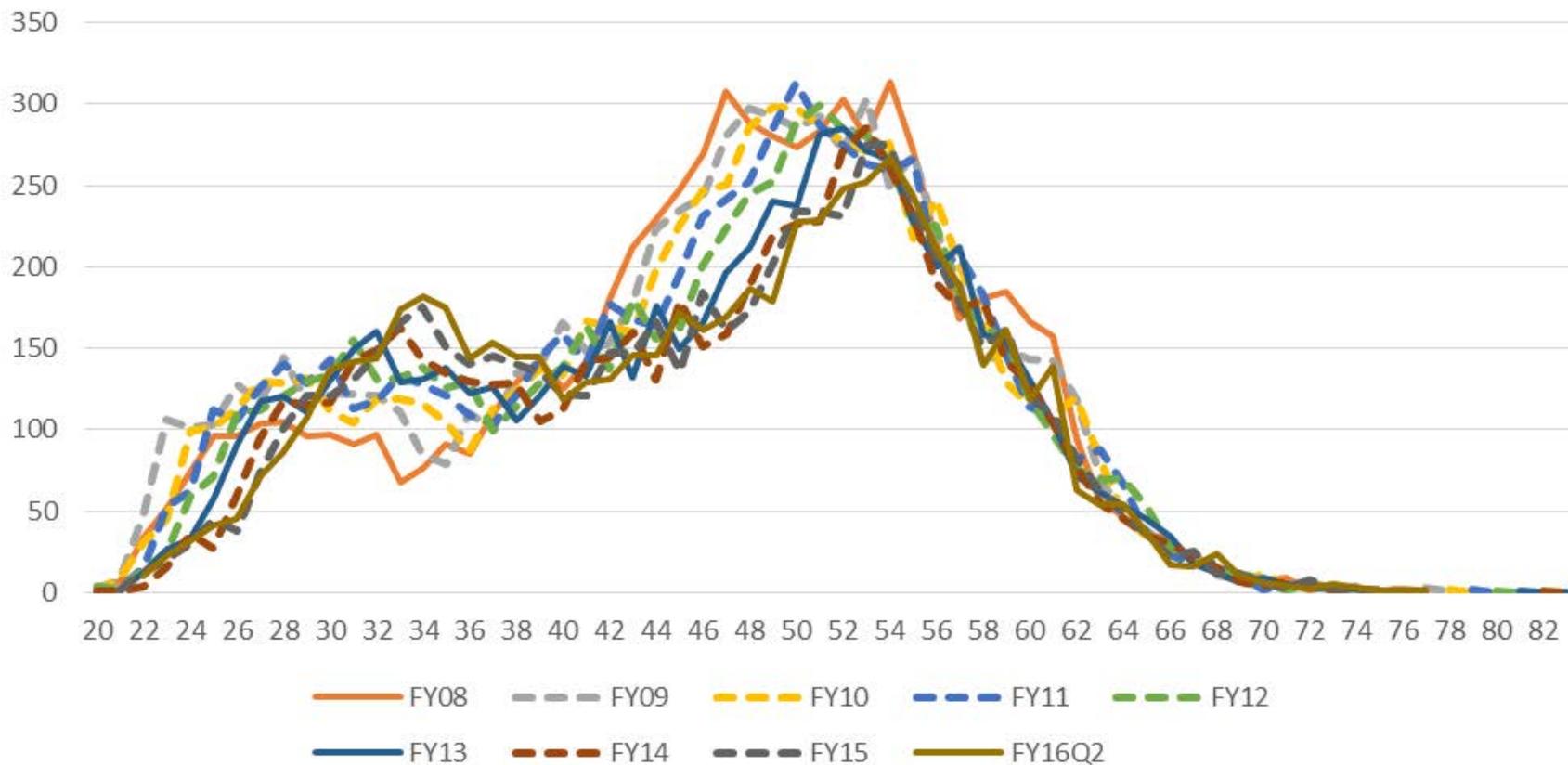




Age Demographics



BUS-FM Age Demographics

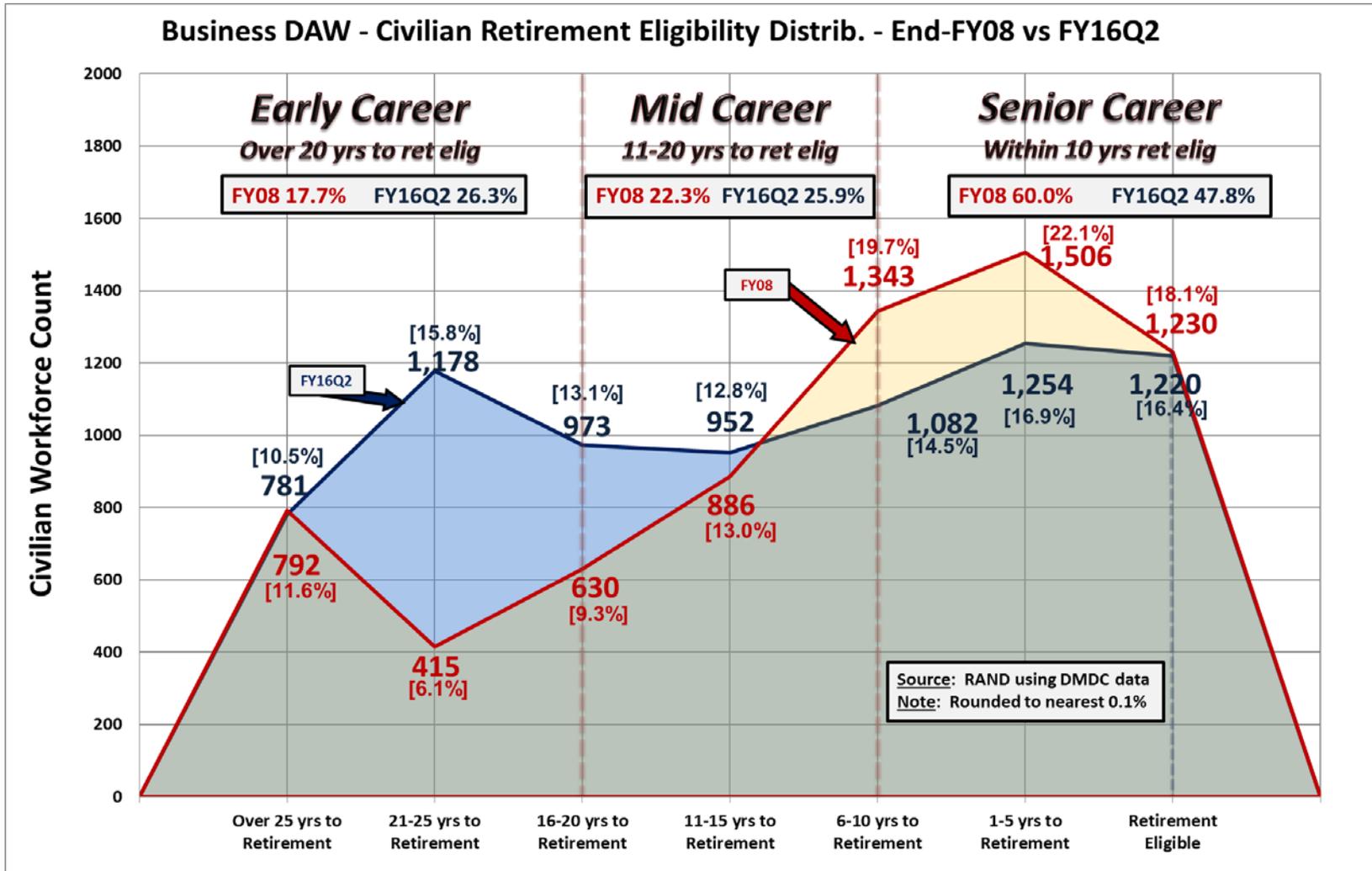




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Business Civilian Retirement Eligibility Distribution – FY08 / FY16Q2



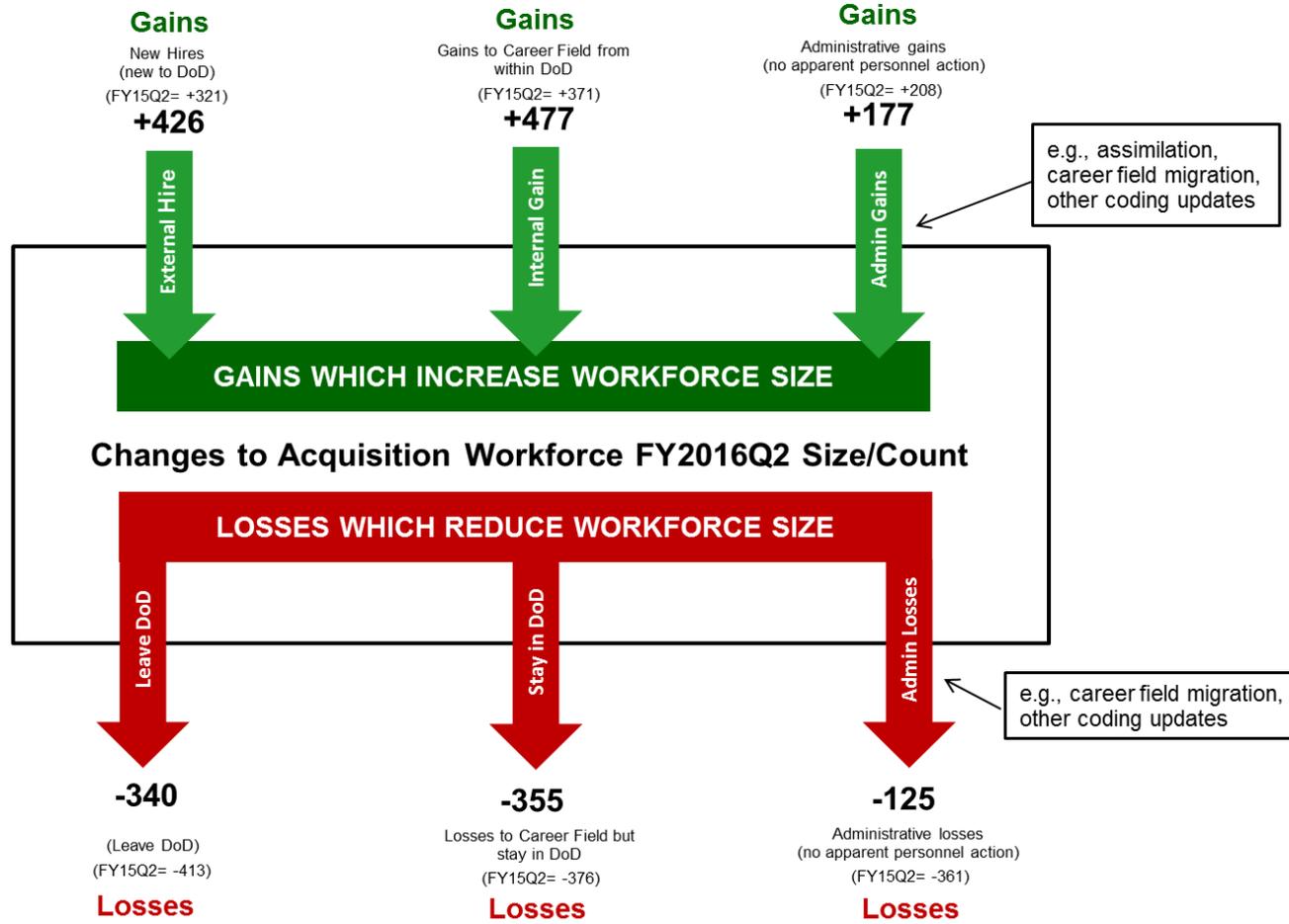
* As of FY16Q2 (31 Mar 2016)



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

Defense Acquisition Workforce (Civilian) (FY2016Q2) - Business

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



* As of FY16Q2 (31 Mar 2016)

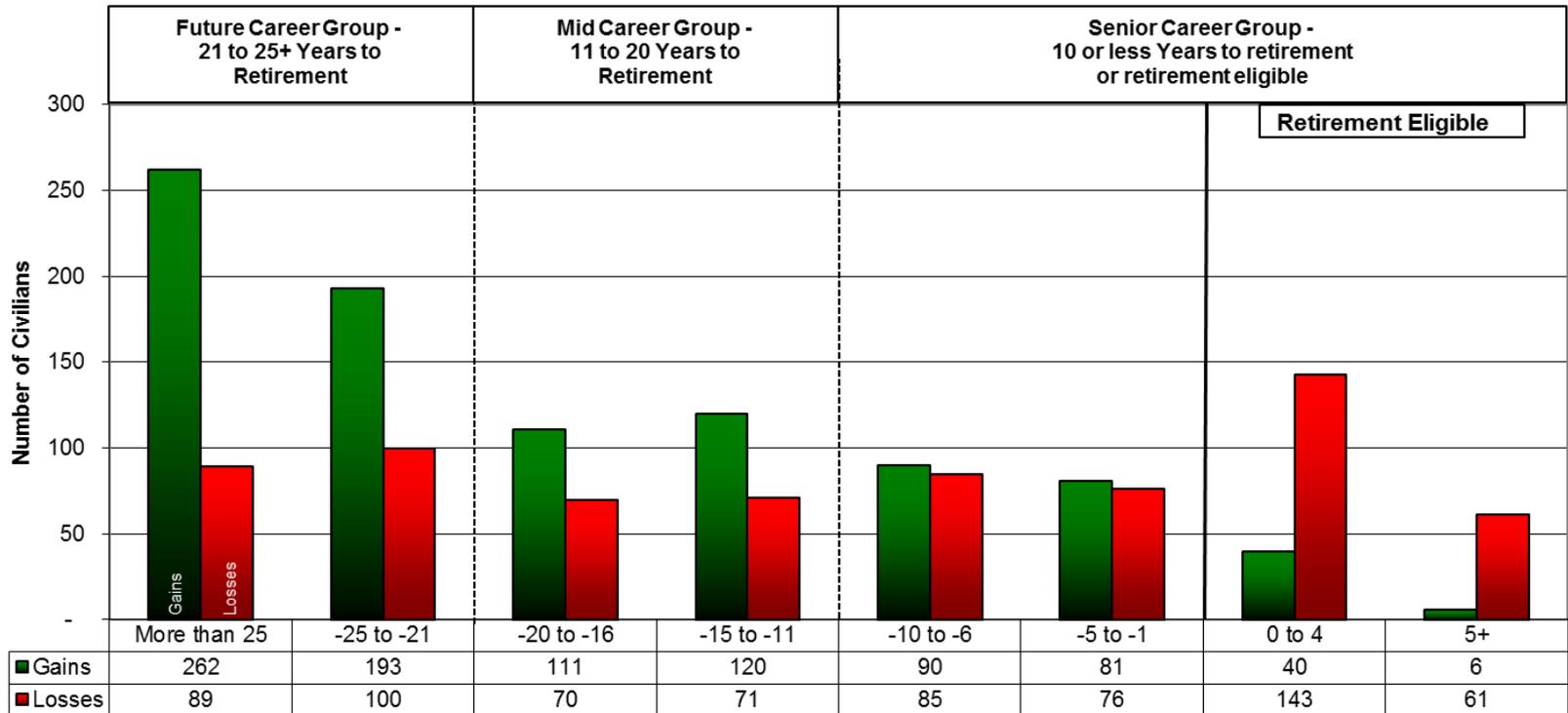


Business Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - BUS

Workforce Lifecycle FY2016Q2 Gains & Losses*



Career Lifecycle by Years to Retirement Eligibility

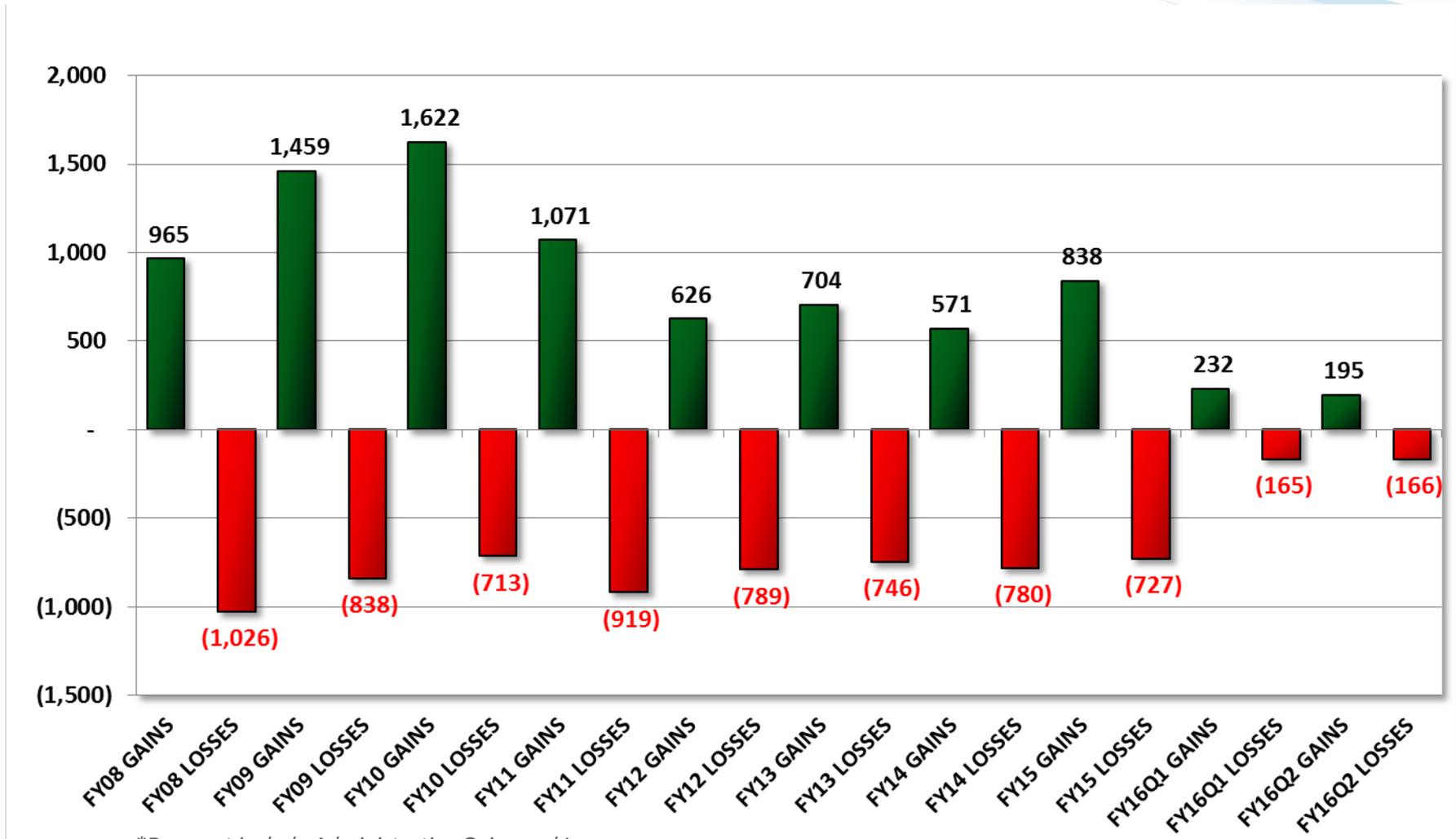
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative gains and losses

* As of FY16Q2 (31 Mar 2016)



Business Historical Gains and Losses FY08 – FY16Q2



*Does not include Administrative Gains and Losses

* As of FY16Q2 (31 Mar 2016)

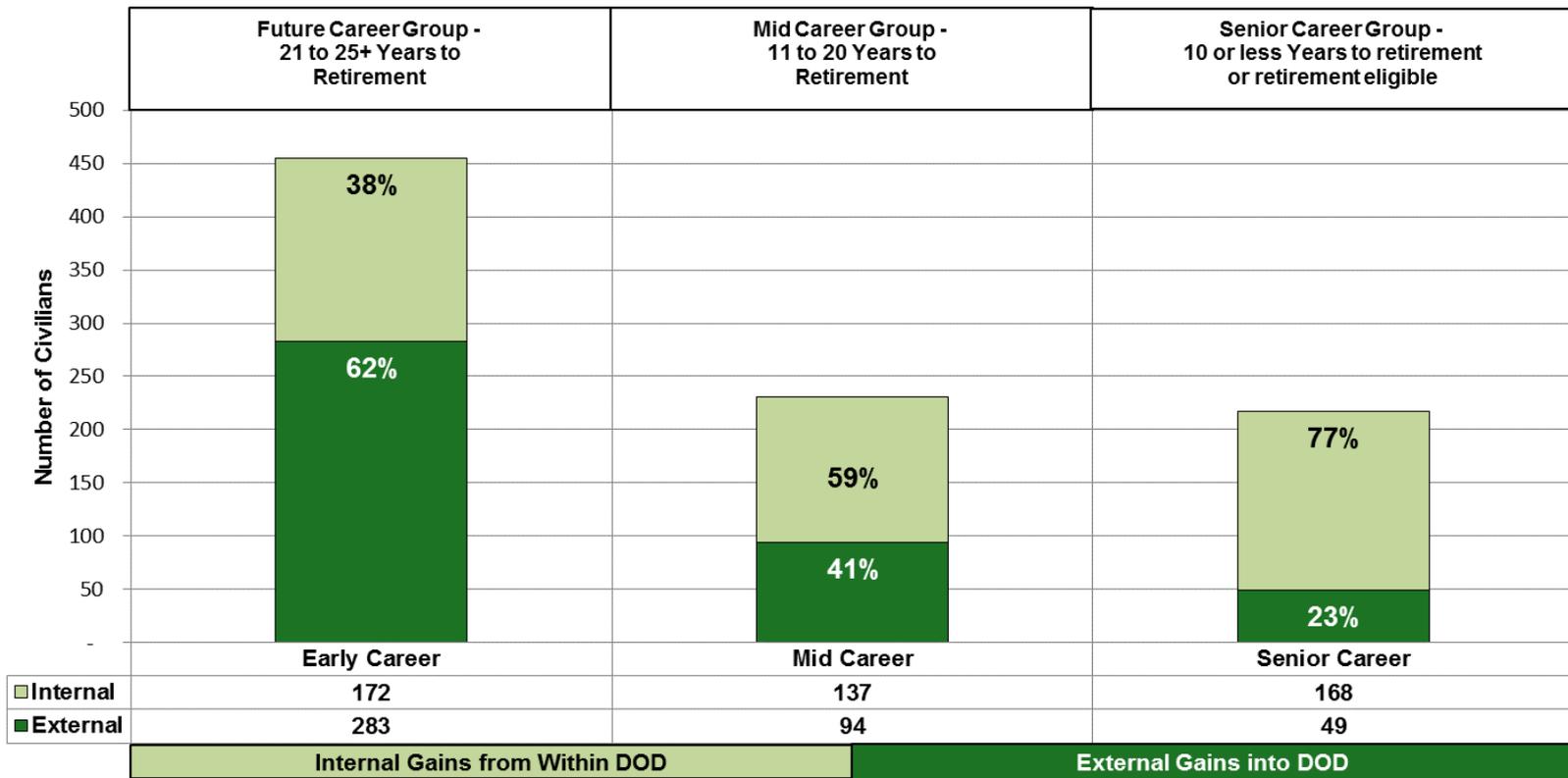


Business Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - BUS

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

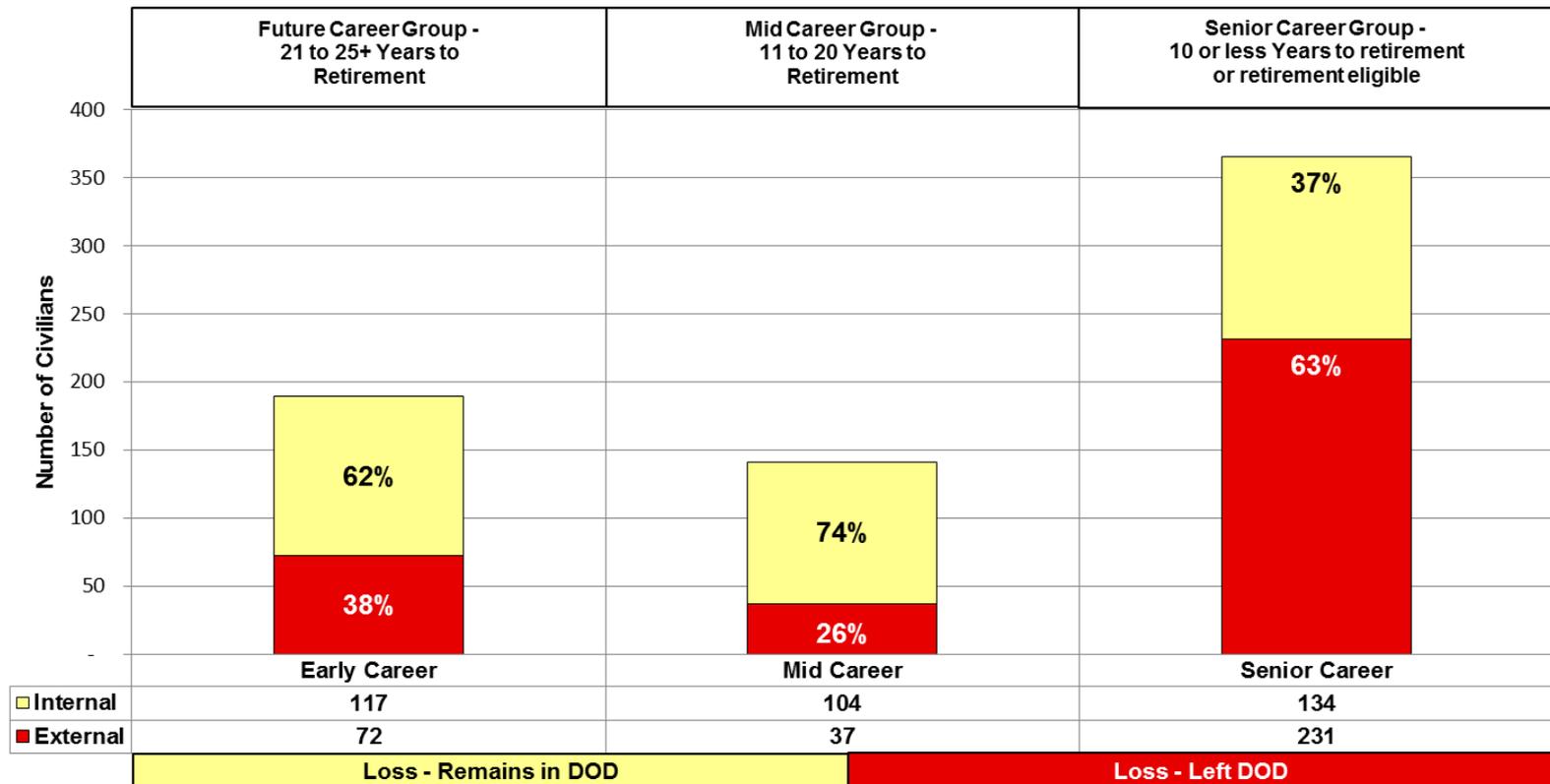
* As of FY16Q2 (31 Mar 2016)



Business Internal/External Loss % by Career Group

Defense Acquisition Workforce (Civilian) - BUS

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

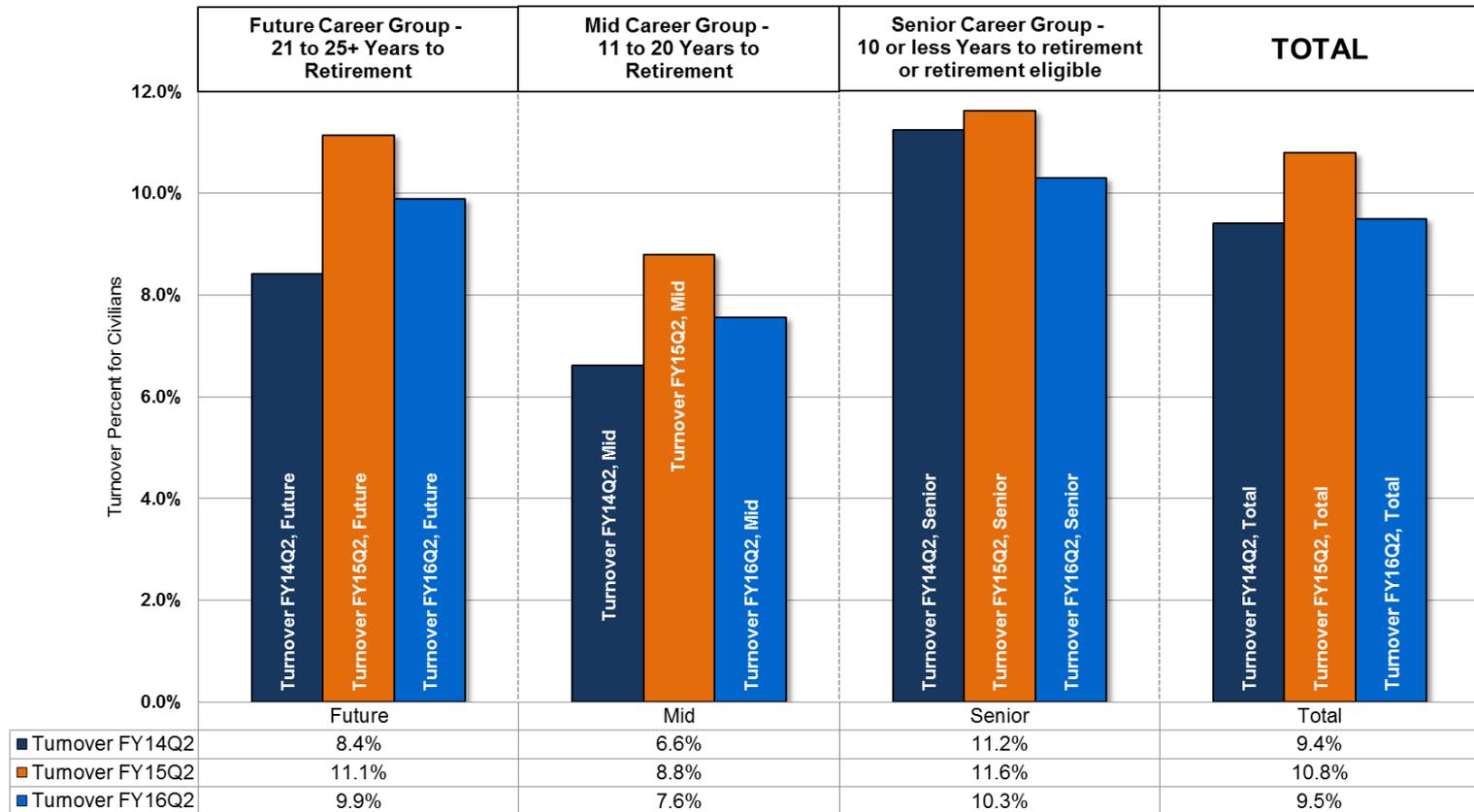
* As of FY16Q2 (31 Mar 2016)



Business Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

* As of FY16Q2 (31 Mar 2016)

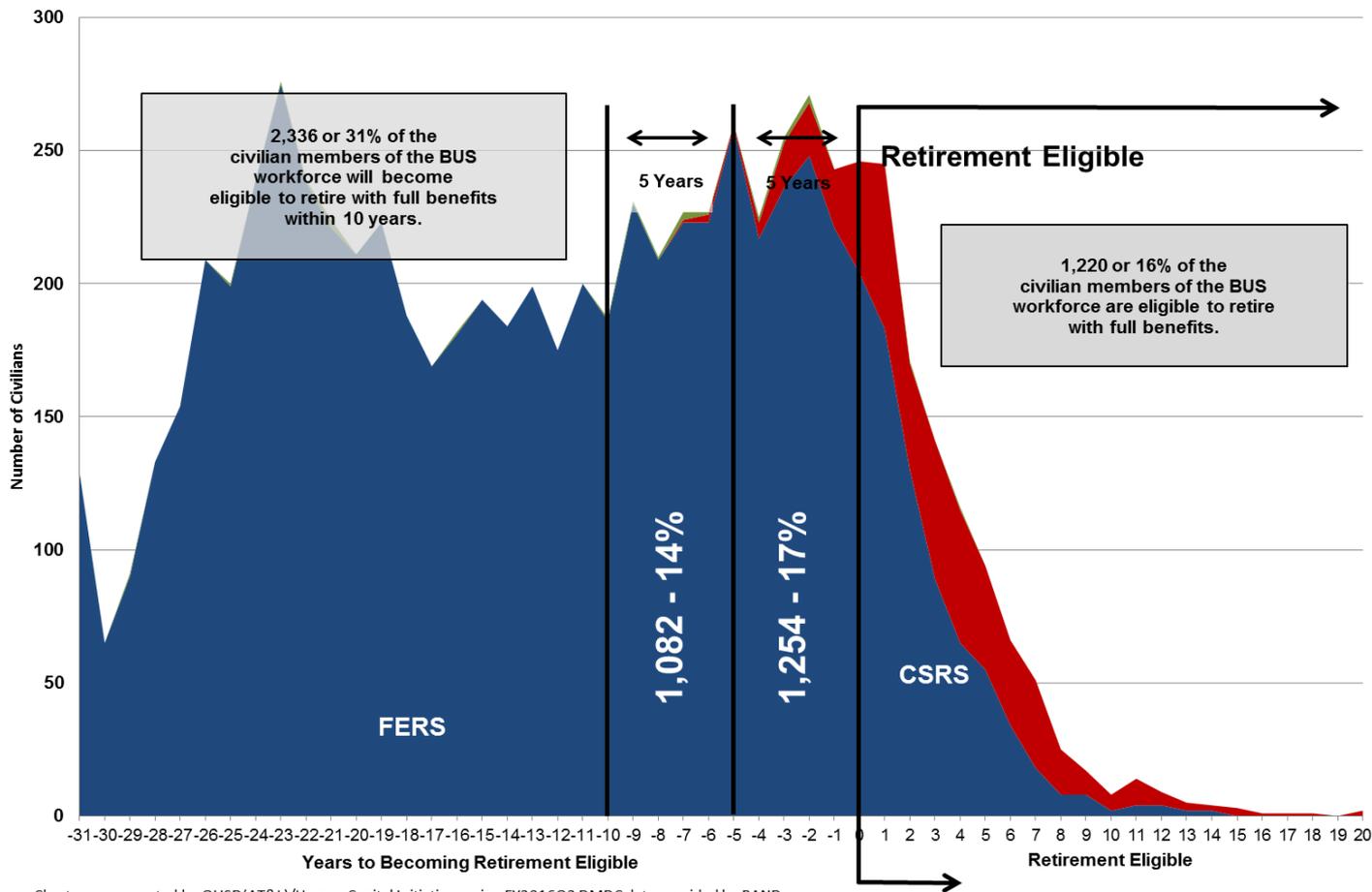


Business Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - BUS

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