



Defense Acquisition Workforce Key Information

Contracting

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**
 - **Ms. Adrienne Evertson (adrienne.evertson@hci)(703-805-2338)**



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Fact Sheet



Human Capital Fact Sheet

Defense Acquisition Workforce Contracting	FY 2008				FY2016Q2			
	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce	CON Civilian (Civ)	CON Military (Mil)	Total CON (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	21,773	3,907	25,680	125,879	25,533	4,881	30,414	158,212
Change in size from 2008	-	-	-	-	17%	25%	18%	26%
Civilian/Military Composition	85%	15%	-	88% / 12%	84%	16%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	79%	61%	77%	77%	91%	66%	87%	82%
Graduate Degree	27%	28%	27%	29%	44%	31%	42%	39%
Certification								
Level I or Higher Achieved	82%	61%	78%	72%	88%	82%	87%	85%
Level II or Higher Achieved	75%	44%	70%	61%	83%	59%	79%	74%
Level III Achieved	37%	19%	34%	36%	44%	22%	41%	43%
Position Certification Requirement Met or Exceeded	73%	48%	69%	58%	80%	73%	79%	75%
Within 24 Months of Certification Requirement	21%	39%	24%	27%	18%	21%	19%	21%
Does Not Meet Certification Requirement	6%	13%	7%	14%	2%	6%	2%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	68%	13%	59%	62%	38%	2%	32%	39%
Average Age	46.8	34.7	45.0	45.7	44.1	33.4	42.4	44.4
Workforce Life-Cycle Model (YRE)*								
% Future/Mid-Career/Senior	21/22/58(%)	-	-	20/23/57 (%)(Civ)	28/26/46(%)	-	-	28/29/43(%)
Average Years of Service	17.9	12.3	17.1	17.3	14.5	11.6	14.1	15.0
Retirement Eligible*	3,812(18%)	-	-	19,051(17%) (Civ)	4,560(18%)	-	-	26,669(19%)
Retirement Eligible w/in 5 Years*	4,497(21%)	-	-	21,315(19%) (Civ)	3,723(14%)	-	-	25,977(18%)
Total Gains/Losses*	4,193/4,800	-	-	14,245/15,030 (Civ)	2,953/2,239	-	-	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 Contracting Defense Acquisition Workforce count is 30,414, up from 25,680 in FY08, a total increase of 4,734
- The Contracting Defense Acquisition Workforce count was at its highest point (30,414) in FY16Q2, and its lowest point (25,680) in FY08
- The Agencies with the largest increases, since FY08, are AIR FORCE, NAVY, and DCMA with increases of 1,573 (23%), 1005 (19%), and 780 (35%), respectively
- The Agencies with the largest decreases, since FY08, are OSD & Staff, PFPA, and IG, with decreases of 14(-28%), 2 (-100%), and 1 (-100%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

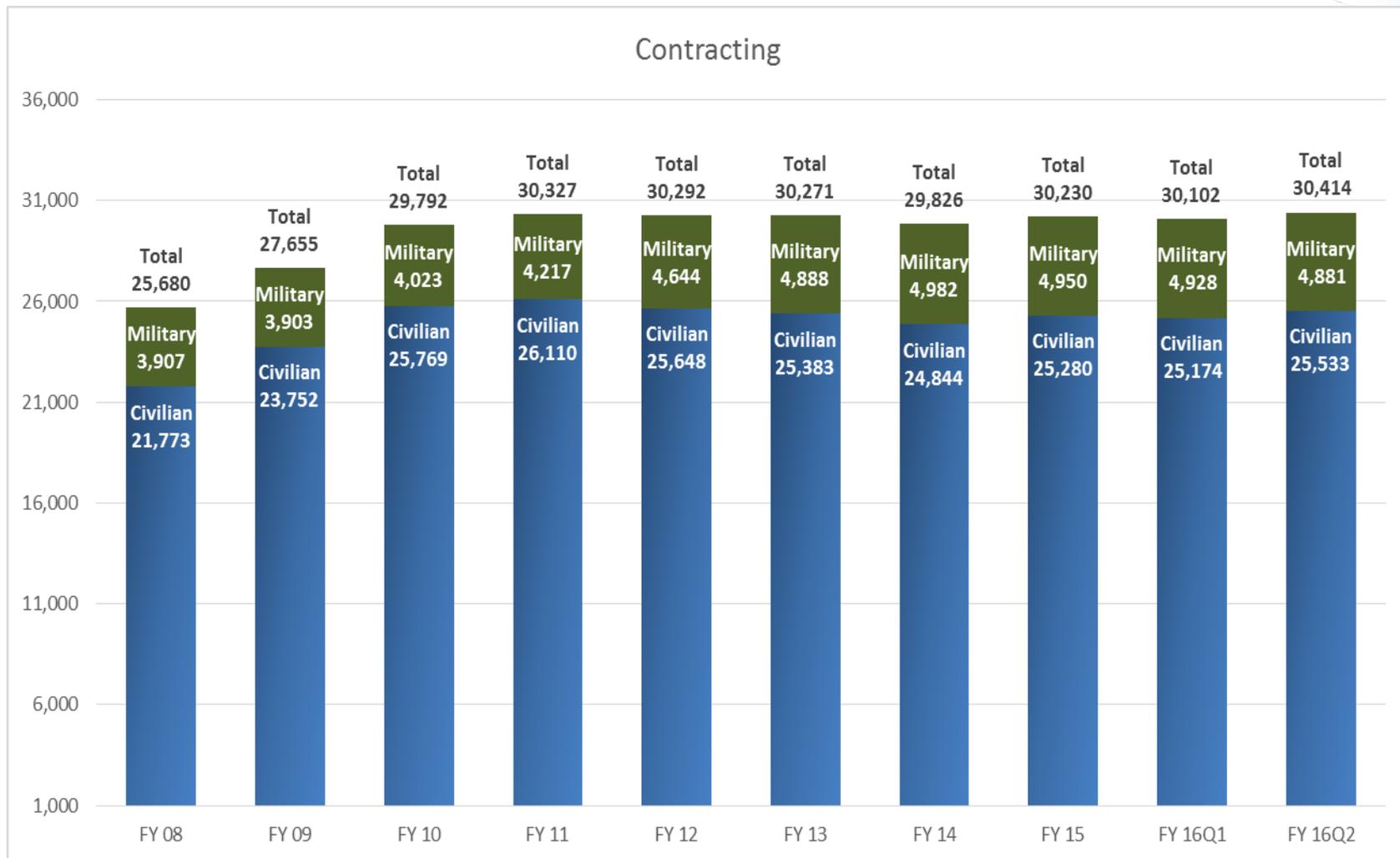
- The current Contracting Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 79.3%; up from 69.5% in FY08
- The current Contracting Meets/Exceeds certification rate is up 9.8% from FY08
- The current Contracting Defense Acquisition Workforce DAWIA 24 month grace period rate is 18.1%; down from 23.9% in FY08
- The current Contracting Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 2.7%; down from 6.6% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

- Senior Career Group 45.8% (11,652) (10 years or less to retirement eligibility or retirement eligible)
- 17.9% (4,560) are currently eligible to retire, up from 17.7% in FY08
- Mid Career Group 25.9% (6,594) (11 to 20 years to retirement), 21.8% in FY08
- Early Career Group 28.3% (7,199) (21 to 25+ years to retirement), up from 20.6% in FY08

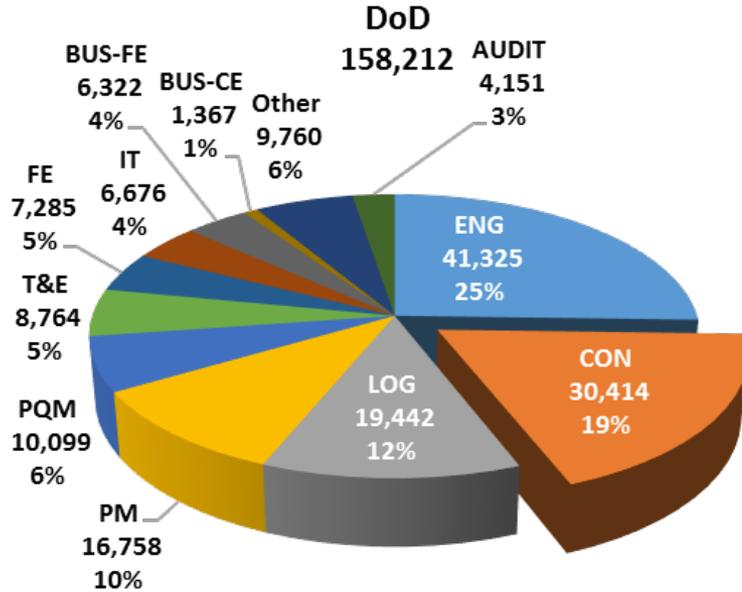


Total Historic Workforce





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%		



Contracting Workforce Historical Size by Agency FY05 – FY16Q2



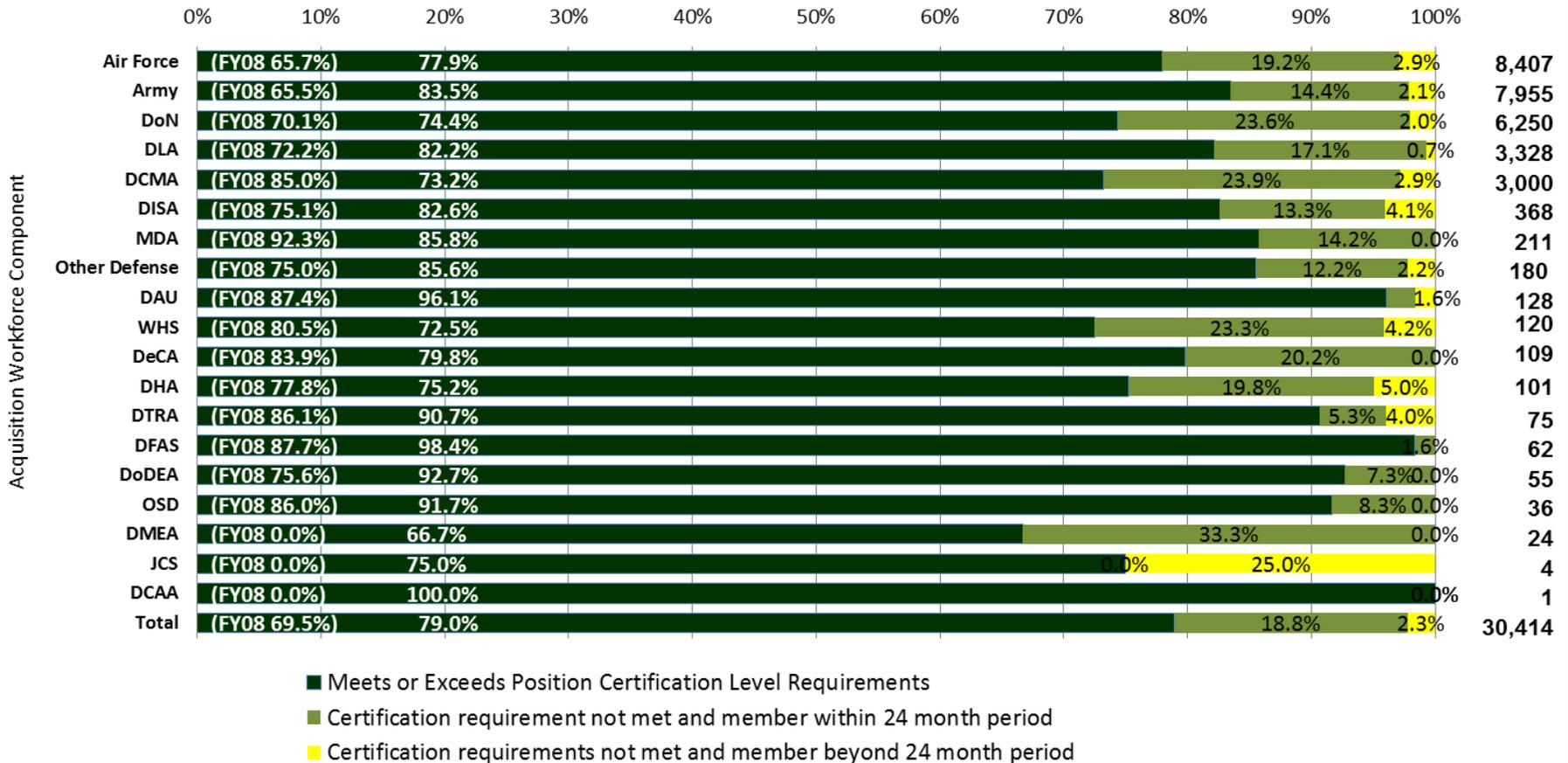
Contracting	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	8,015	10,048	9,632	7,714	8,391	8,839	9,125	8,834	8,606	8,211	8,010	7,955	3%	-1%
DoN	5,068	5,017	5,076	5,245	5,516	6,001	6,041	5,771	5,716	5,725	6,114	6,250	19%	2%
AIR FORCE	7,424	7,371	6,762	6,834	7,443	7,865	7,996	8,339	8,381	8,413	8,534	8,407	23%	-1%
DCMA	2,490	2,312	1,990	2,220	2,262	2,622	2,480	2,573	2,891	2,917	2,964	3,000	35%	1%
DLA	2,243	2,236	1,957	2,736	3,050	3,227	3,432	3,409	3,328	3,220	3,257	3,328	22%	2%
DCAA	1	1	4	-	1	2	2	1	2	2	1	1		0%
MDA	55	71	61	117	135	191	189	206	219	200	199	211	80%	6%
DISA	199	191	254	265	268	305	328	374	360	365	367	368	39%	0%
DHA	36	38	19	45	46	71	72	69	65	89	103	101	124%	-2%
DTRA	60	58	70	72	78	88	76	80	87	77	71	75	4%	6%
DAU	83	80	-	87	107	141	135	149	131	123	118	128	47%	8%
National Reconnaissance Office														
OSD	47	47	26	50	44	49	51	42	40	39	38	36	-28%	-5%
JCS	-	-	-	-	1	2	2	8	6	4	4	4		0%
DeCA	101	84	73	87	92	107	113	113	108	108	106	109	25%	3%
WHS	37	40	19	41	34	37	72	103	111	123	121	120	193%	-1%
DFAS	59	56	24	57	52	69	63	65	61	60	63	62	9%	-2%
DoDEA	62	46	45	41	42	58	61	64	60	51	56	55	34%	-2%
DMEA	-	-	-	-	15	17	15	17	16	24	25	24		-4%
DoD HRA	-	1	1	4	6	21	18	19	21	21	20	20	400%	0%
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	2	7	5	12	11	14	14	15	16	14	13	15	25%	15%
DMA	-	-	-	-	20	19	14	16	17	12	15	13		-13%
DSS	-	1	-	5	9	11	12	9	13	14	15	14	180%	-7%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	11	11	6	12	13	12	12	13	13	12	13	13	8%	0%
Uniformed Services University of The Health Sciences														
NDU	6	5	-	3	1	2	2	2	2	2	3	2	-33%	-33%
Defense POW/MIA Accounting Agency	-	-	-	-	-	-	-	-	-	-	-	2		
IG	-	-	1	1	-	-	-	-	-	-	-	-	-100%	
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	5	4	1	2	1	1	1	1	1	-	-	-	-100%	
4th Estate Other	21	23	12	30	17	21	1	-	-	-	-	-		
TOTAL	26,025	27,748	26,038	25,680	27,655	29,792	30,327	30,292	30,271	29,826	30,230	30,414	↑	↑
													18.4%	0.6%



Contracting DAWIA Certification by Component



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

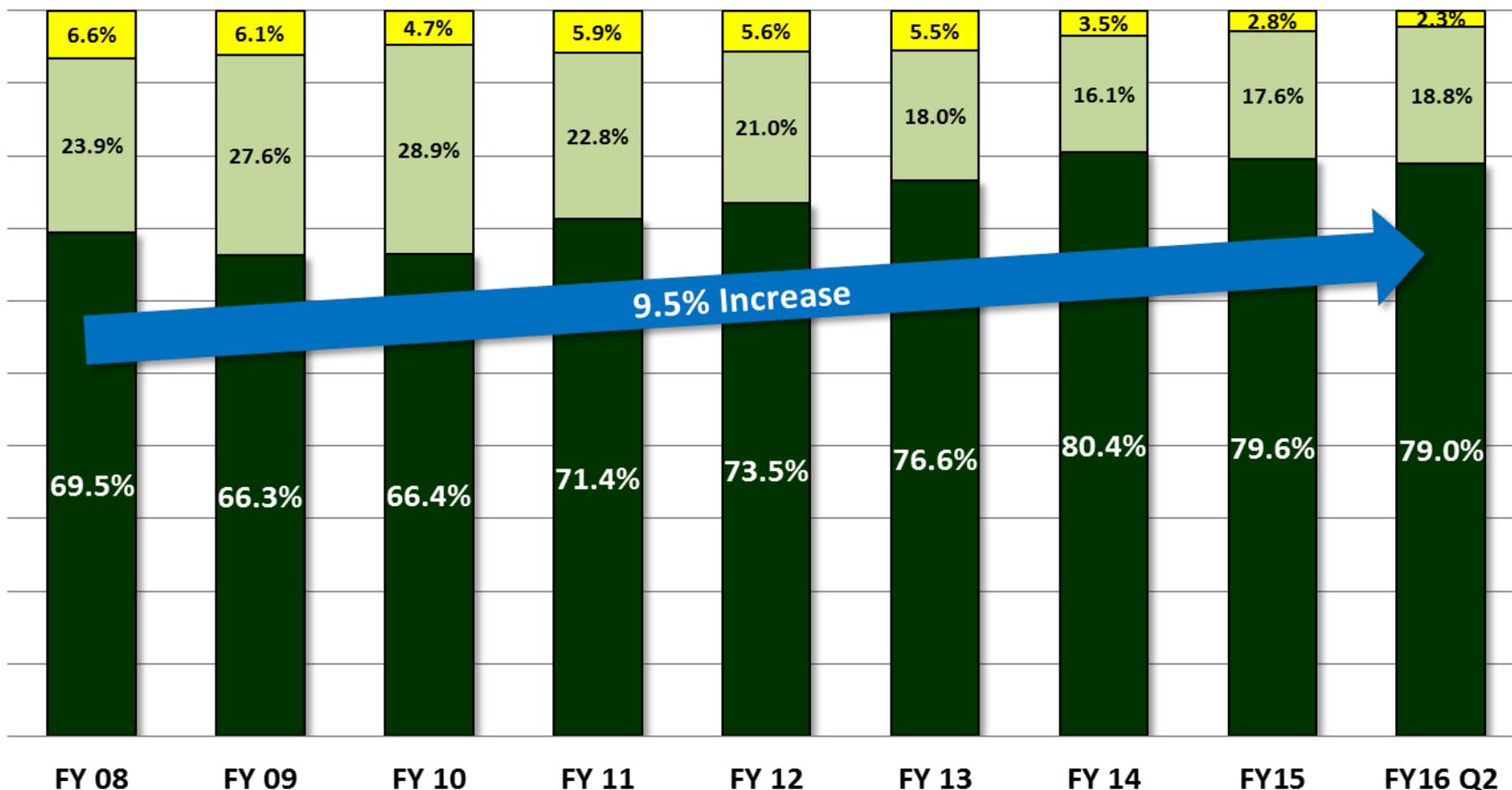




Contracting Historical DAWIA Certification FY08 – FY16Q2



Contracting



■ Meets/Exceeds ■ 24 Month ■ Does Not Meet

* Rounded to nearest 0.1%



Contracting DAWIA Certification Matrix + Bench Strength

Contracting		Achieved Certification Level				FY16Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	1,504	953	522	98	3,077	51.1%	
Level II	2,108	1,477	10,188	3,937	17,710	79.8%	
Level III	191	46	988	8,309	9,534	87.2%	
<i>Unspecified</i>	49	10	26	8	93		
FY16Q2 TOTAL	3,852	2,486	11,724	12,352	30,414	79.0%	
	12.7%	8.2%	38.5%	40.6%			

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%	
Contracting	4,557	15.0%	3 of 13

** Based on population total without unspecified positions

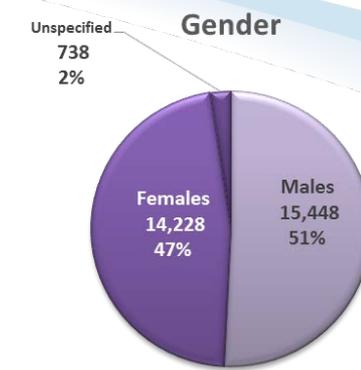
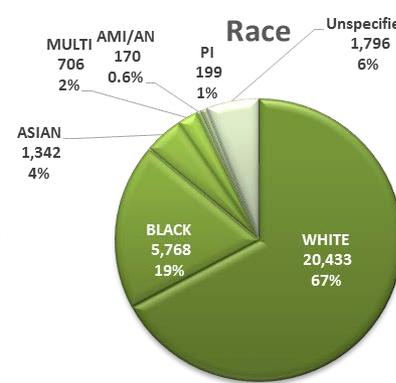
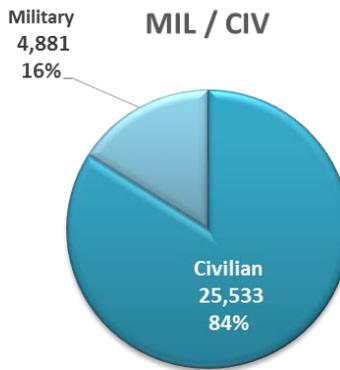
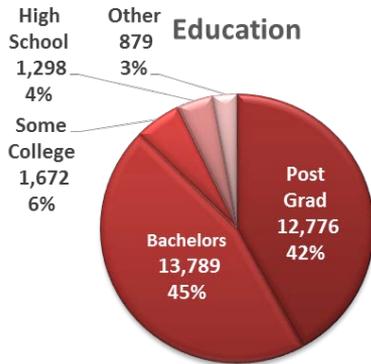
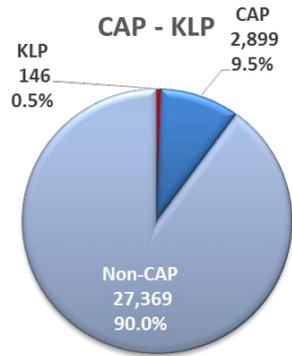
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,573	1,377	127	3,077	10.1%
Level II	14,125	3,177	408	17,710	58.2%
Level III	8,309	1,080	145	9,534	31.3%
<i>Unspecified</i>	8	80	5	93	0.3%
Contracting TOTAL	24,015	5,714	685	30,414	
	79.0%	18.8%	2.3%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Contracting Demographics



Occupied Position Type	CON TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	146	0.5%	1,128	0.7%
Critical Acquisition Positions (CAPs) *	2,899	9.5%	15,701	9.9%
Non-CAP Positions	27,369	90.0%	141,383	89.4%
TOTAL	30,414		158,212	

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

Highest Level of Education	CON TOTAL		Entire DAW	
Post Grad	12,776	42.0%	61,428	38.8%
Bachelors	13,789	45.3%	69,007	43.6%
Some College	1,672	5.5%	11,791	7.5%
High School	1,298	4.3%	12,464	7.9%
Other	879	2.9%	3,522	2.2%
TOTAL	30,414		158,212	

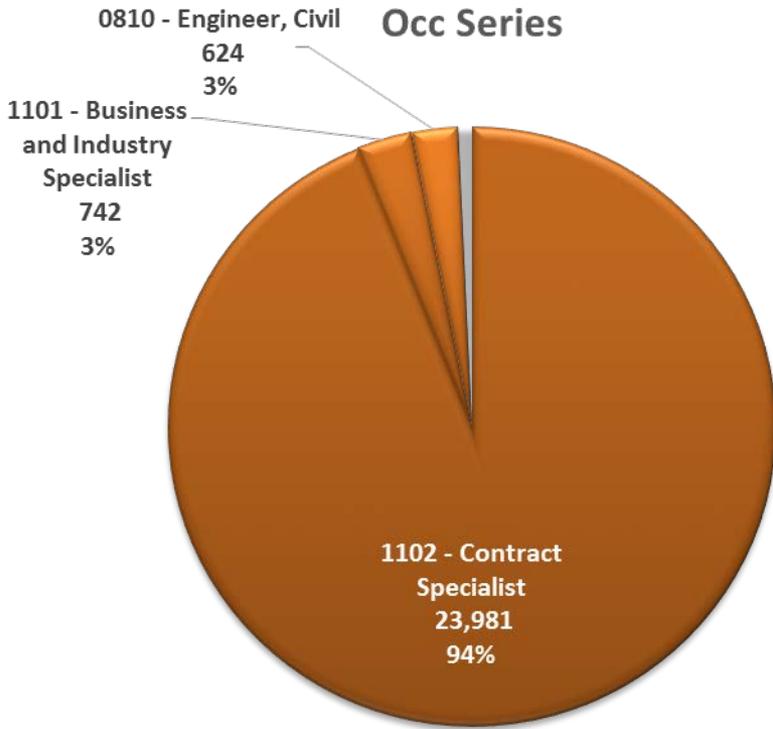
Military / Civilian	CON TOTAL		Entire DAW	
Civilian	25,533	84.0%	142,728	90.2%
Military	4,881	16.0%	15,484	9.8%
TOTAL	30,414		158,212	

Race	CON TOTAL		Entire DAW	
WHITE	20,433	67.2%	116,320	73.5%
BLACK	5,768	19.0%	18,633	11.8%
ASIAN	1,342	4.4%	10,154	6.4%
MULTI	706	2.3%	3,381	2.1%
AMI/AN	170	0.6%	844	0.5%
PI	199	0.7%	748	0.5%
Unspecified	1,796	5.9%	8,132	5.1%
TOTAL	30,414		158,212	

Gender	CON TOTAL		Entire DAW	
Males	15,448	50.8%	110,062	69.6%
Females	14,228	46.8%	45,274	28.6%
Unspecified	738	2.4%	2,876	1.8%
TOTAL	30,414		158,212	



Contracting Size by Occupational Series



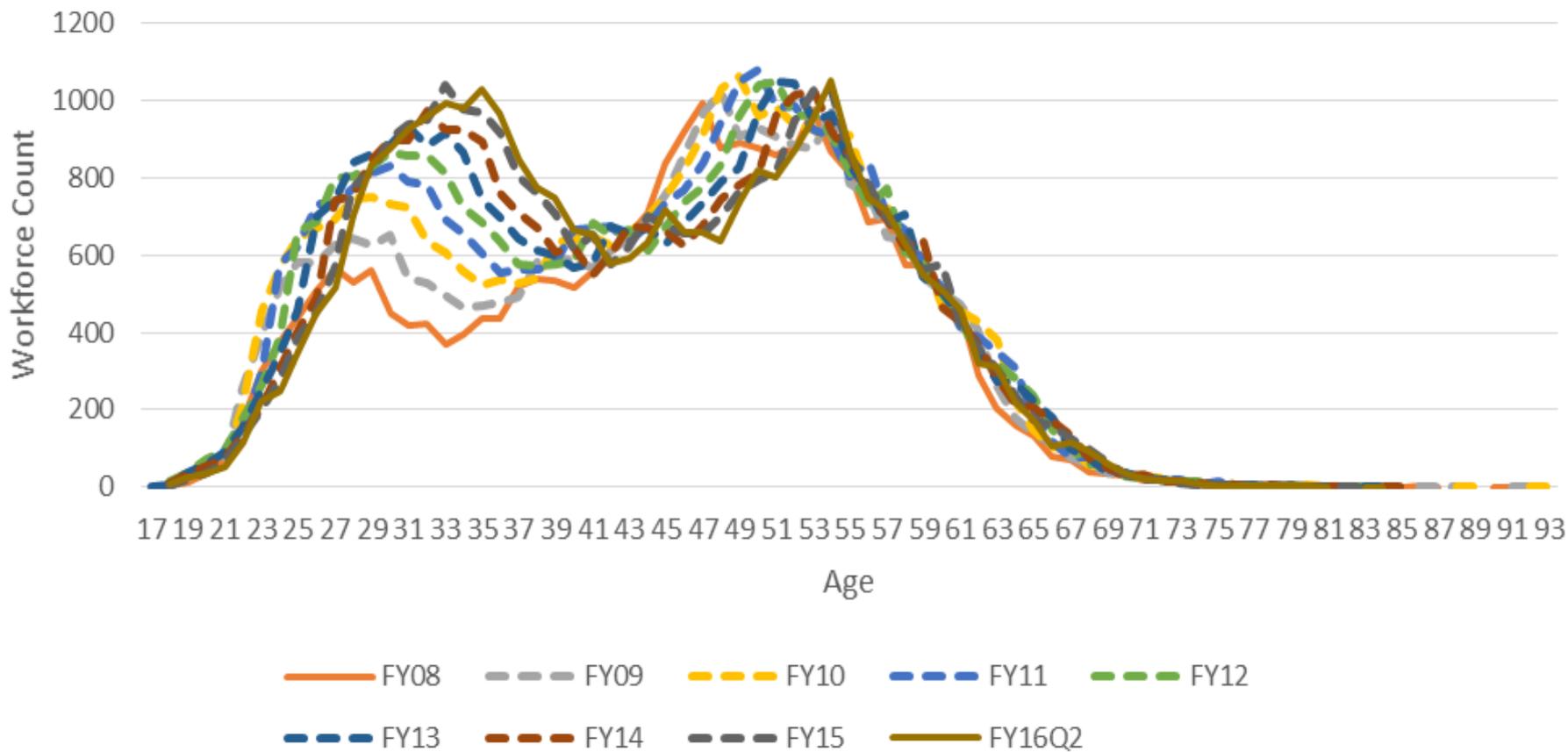
Civilian Occupational Series	CON TOTAL	
1102 - Contract Specialist	23,981	93.9%
1101 - Business and Industry Specialist	742	2.9%
0810 - Engineer, Civil	624	2.4%
0830 - Engineer, Mechanical	35	0.14%
0301 - Administration & Program Staff	22	0.09%
0801 - Engineer, General	18	0.07%
0850 - Engineer, Electrical	20	0.08%
1160 - Financial Analyst	12	0.05%
0343 - Management and Program Analyst	13	0.05%
1910 - Quality Assurance Specialist	2	0.01%
Other	64	0.25%
TOTAL CIVILIAN	25,533	Civilians



Age Demographics



Contracting Age Demographics

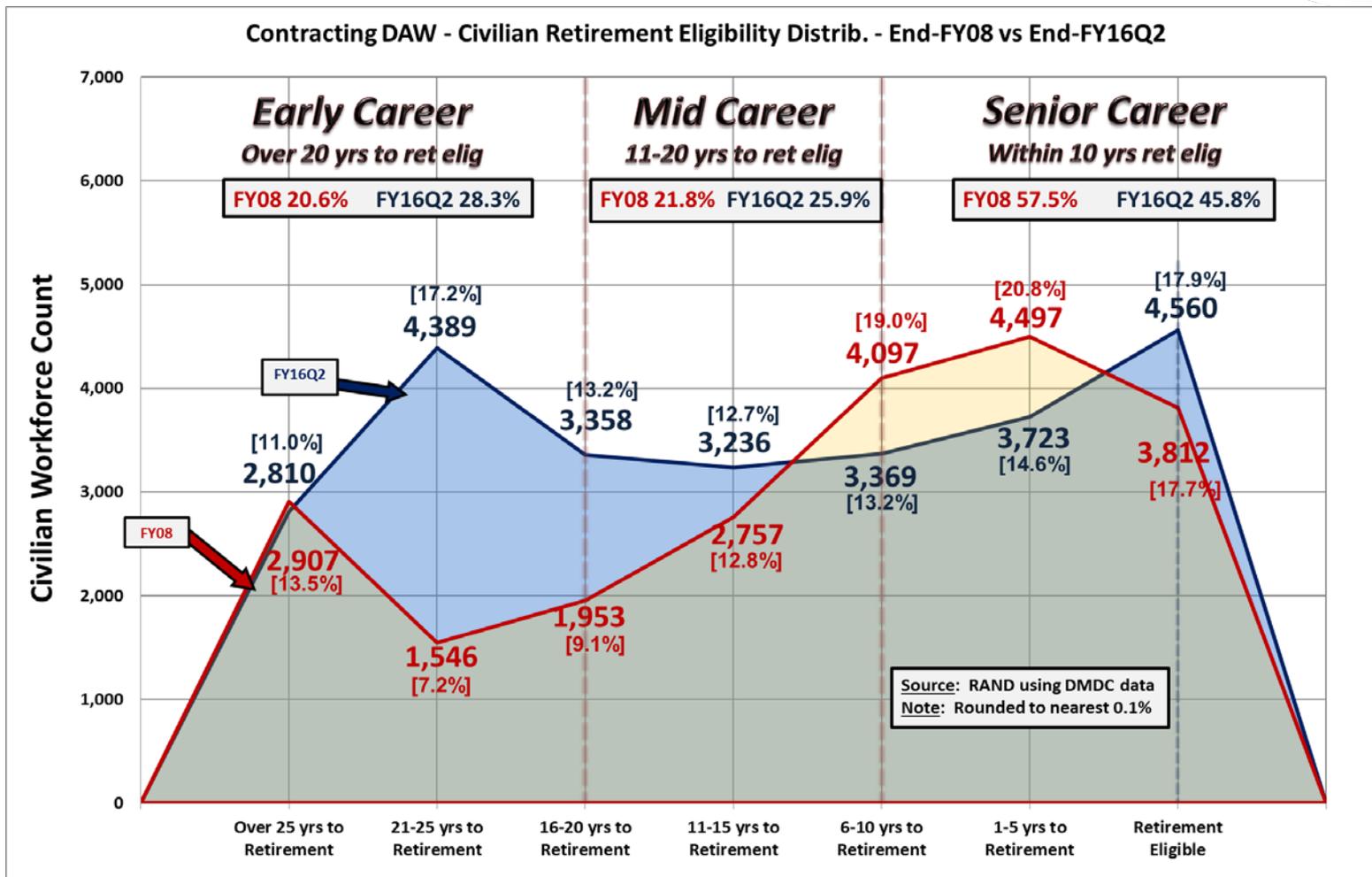




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Contracting Civilian Retirement Eligibility Distribution – FY08 / FY16Q2

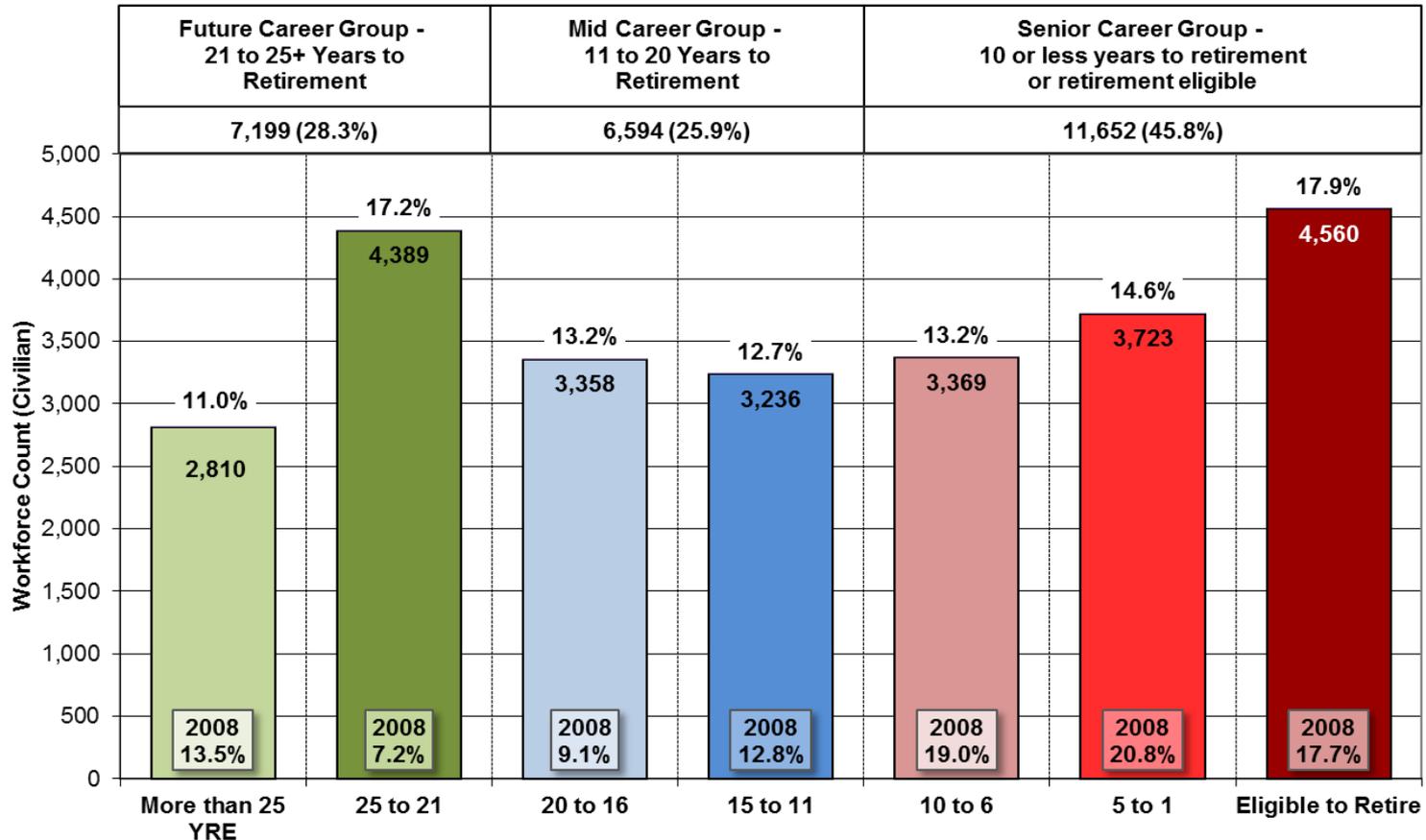


As of FY16Q2 (31 Mar 2016)



Workforce Lifecycle Model

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



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

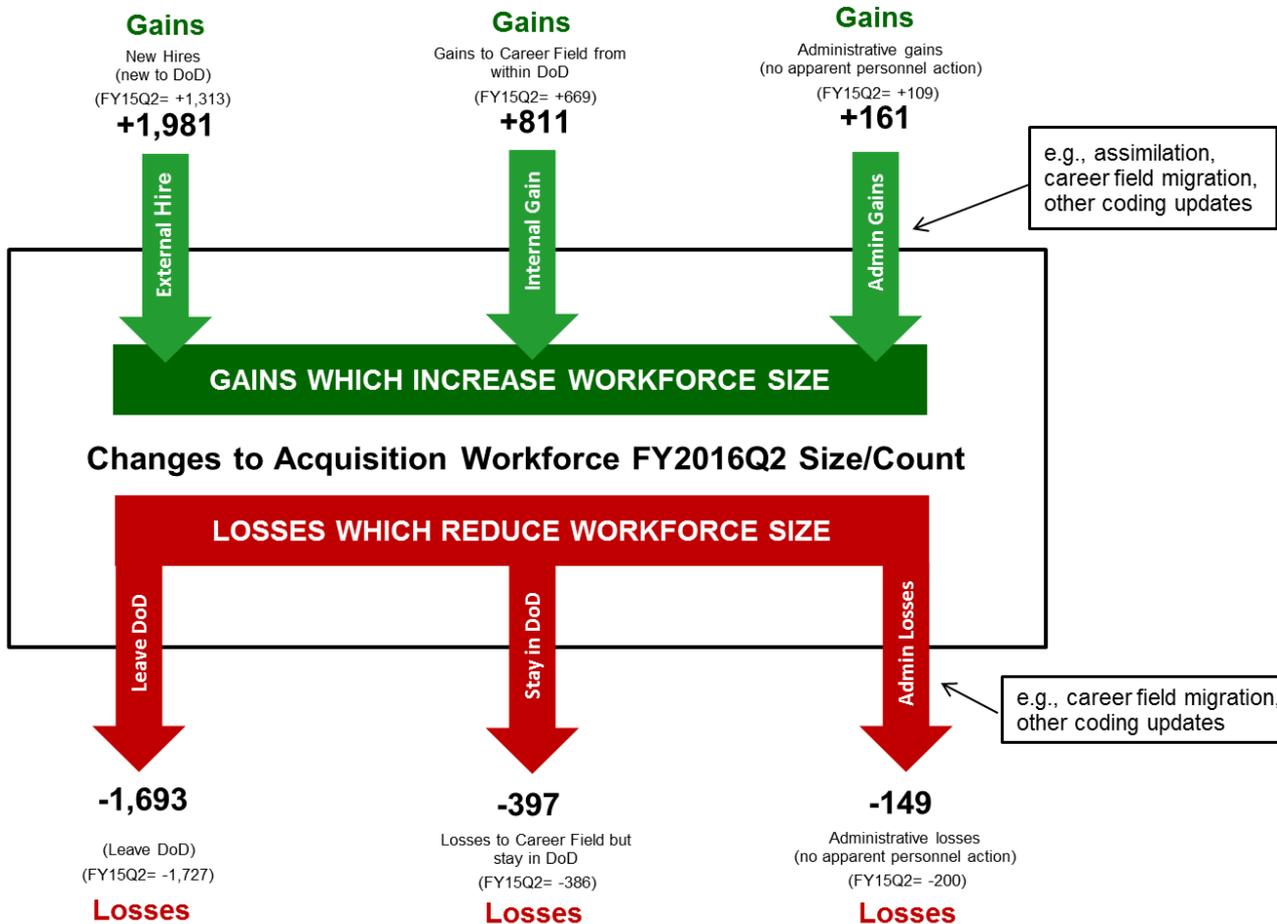


Contracting Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2016Q2) - Contracting

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



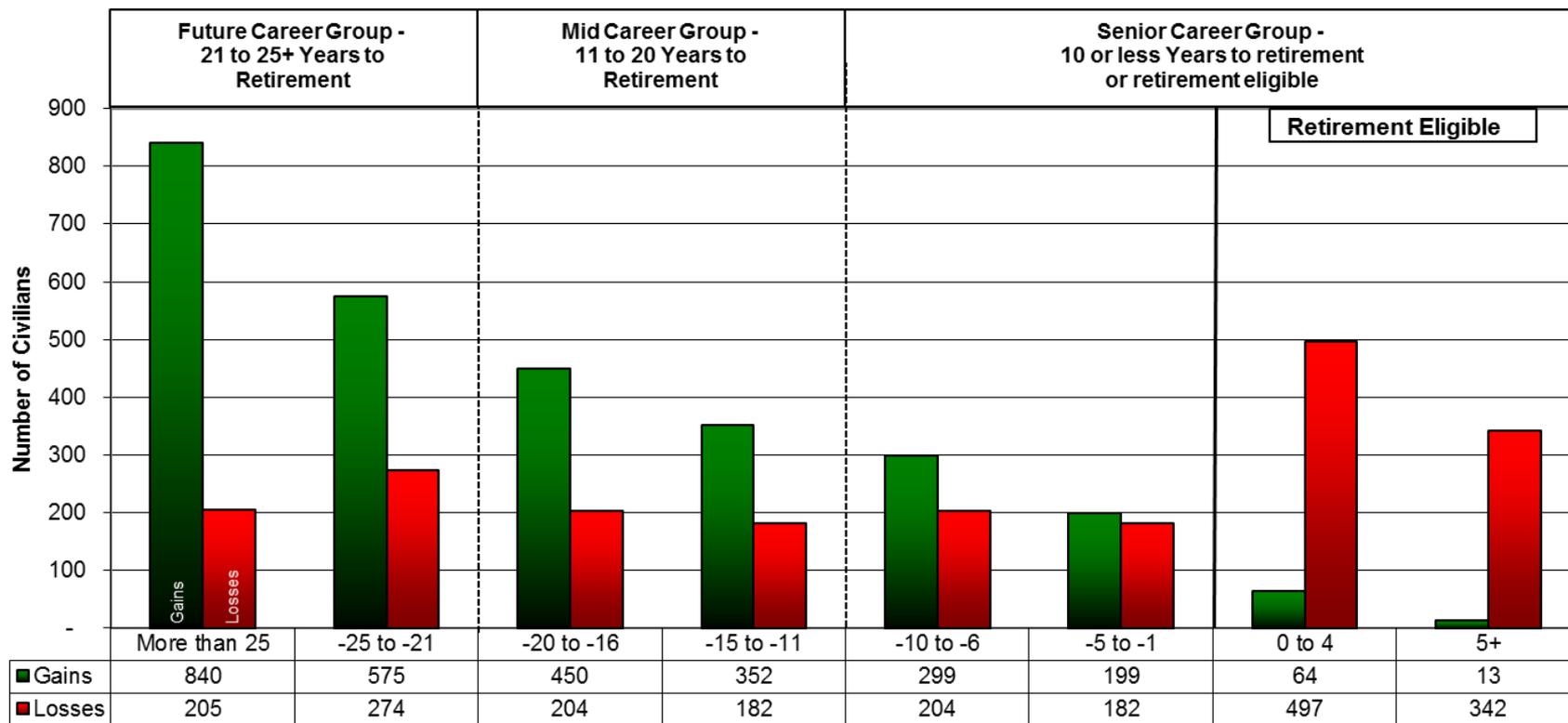
As of FY16Q2 (31 Mar 2016)



Contracting Gains and Losses by YRE Groups

Defense Acquisition Workforce (Civilian) - CON

Workforce Lifecycle FY2016Q2 Gains & Losses*



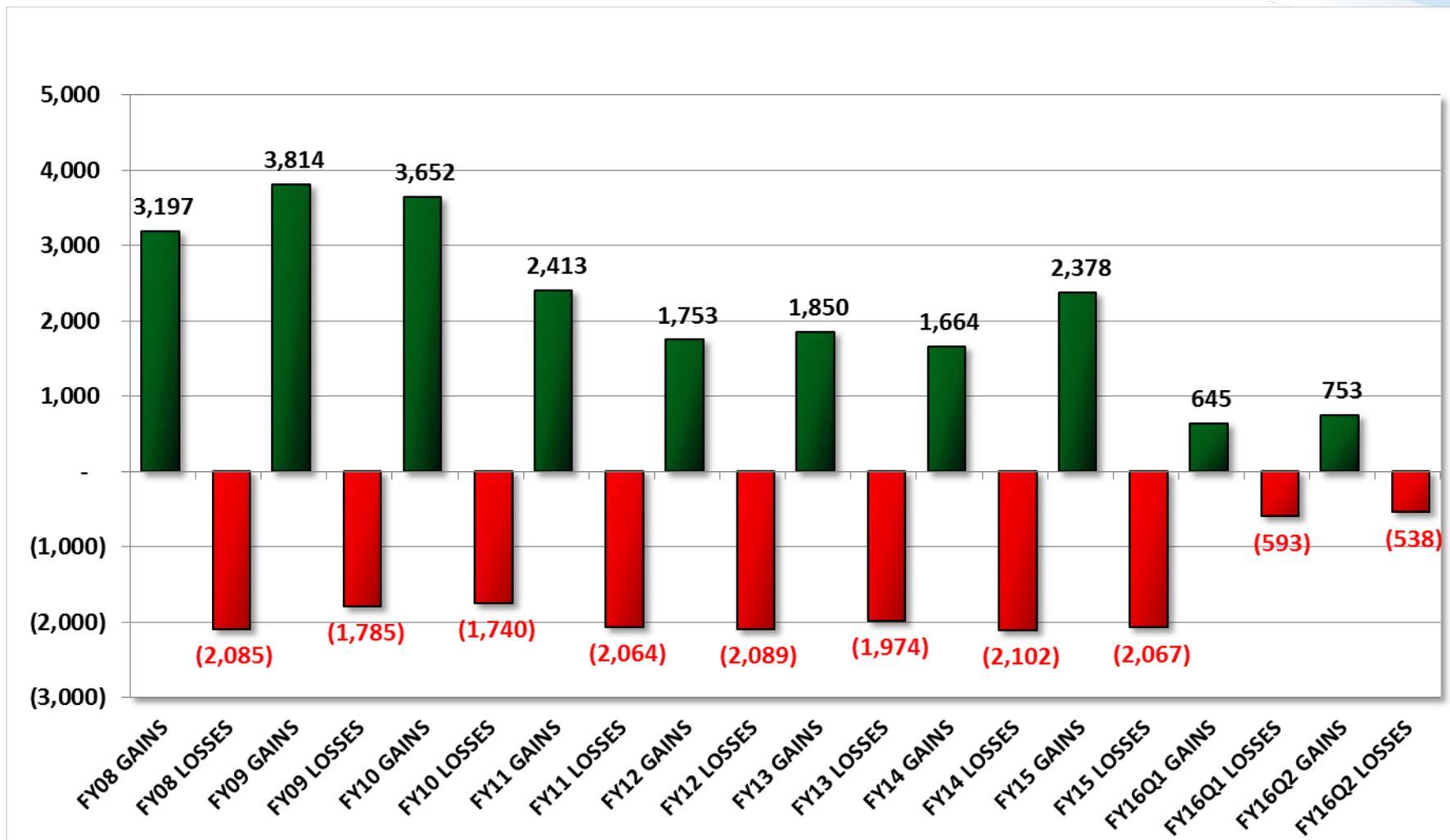
Career Lifecycle by Years to Retirement Eligibility

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

*Does not include administrative gains and losses



Contracting Historical Gains and Losses FY08 – FY16Q2



*Does not include Administrative gains/losses.

As of FY16Q2 (31 Mar 2016)

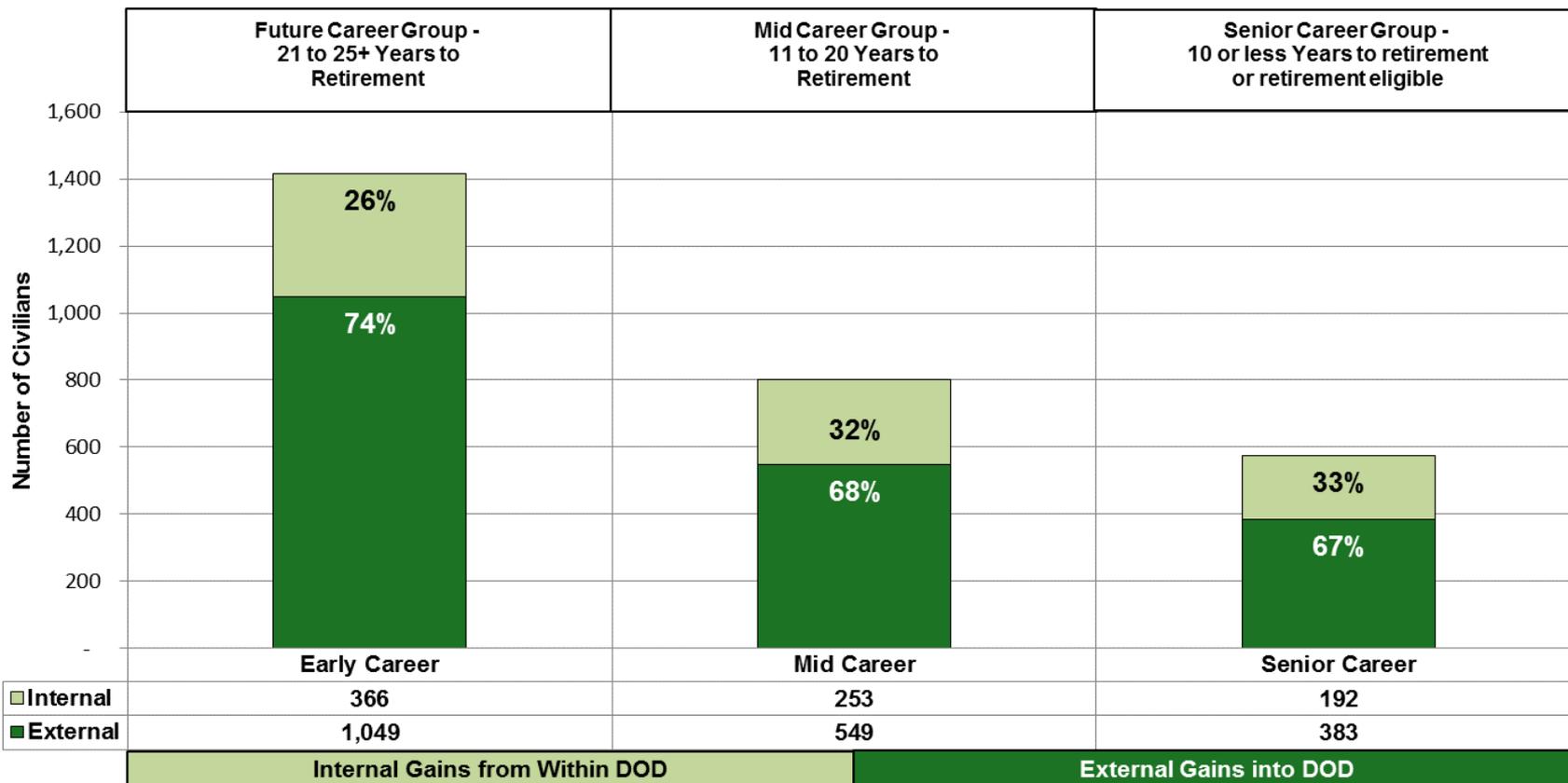


Contracting Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - CON

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)

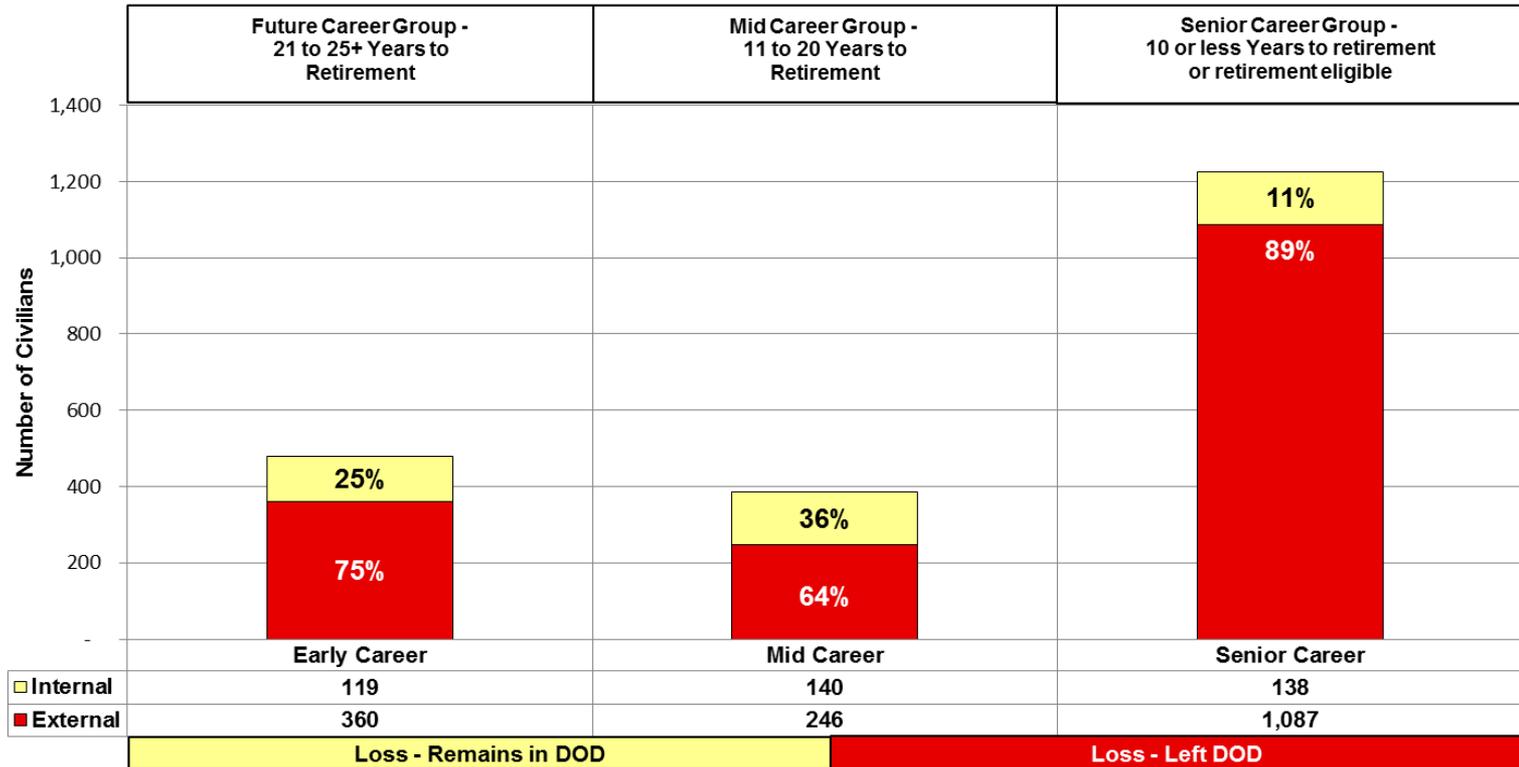


Contracting Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - CON

Workforce Lifecycle FY2016Q2 Losses*



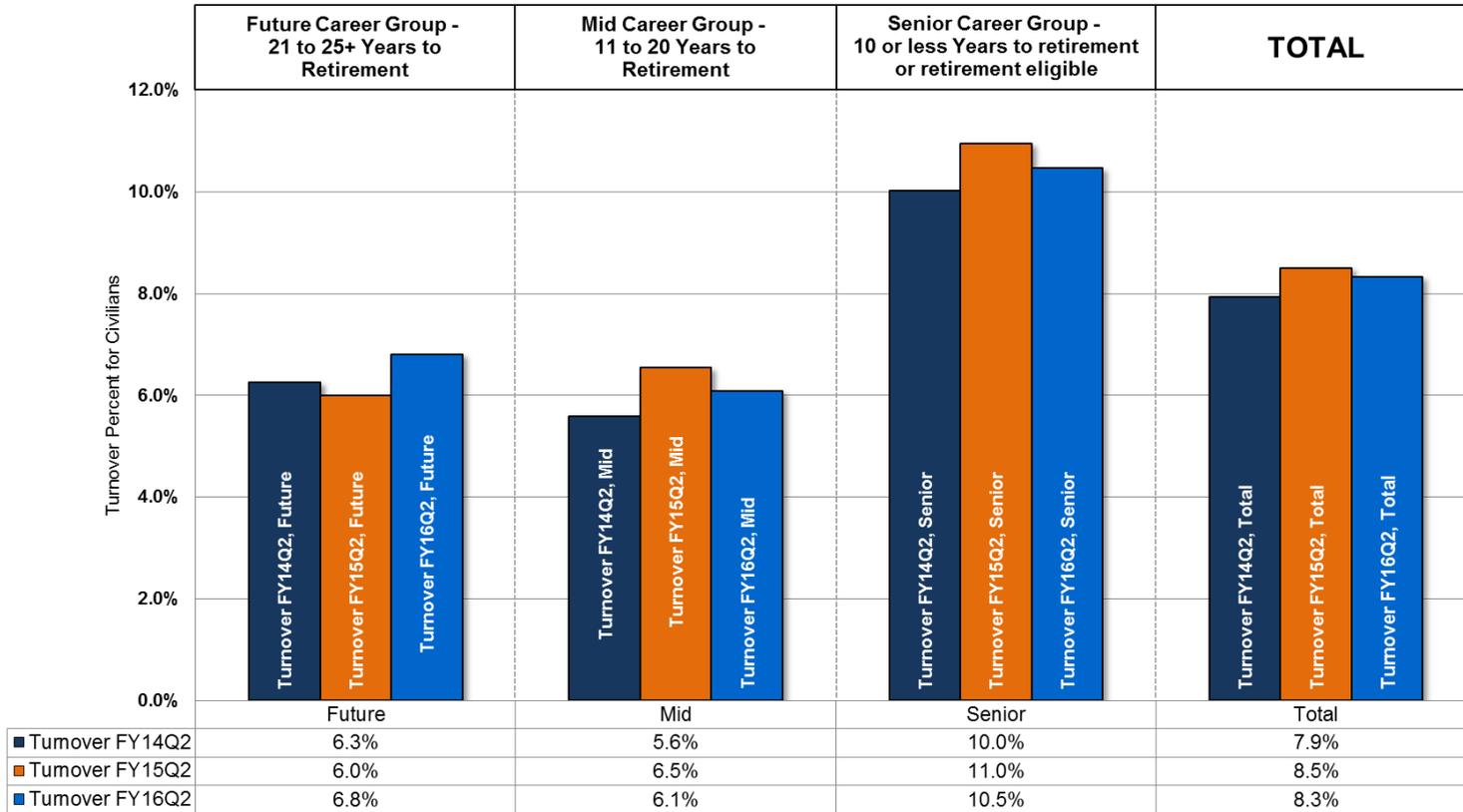
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

*Does not include administrative losses



Contracting Turnover Rates by Career Group

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



Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

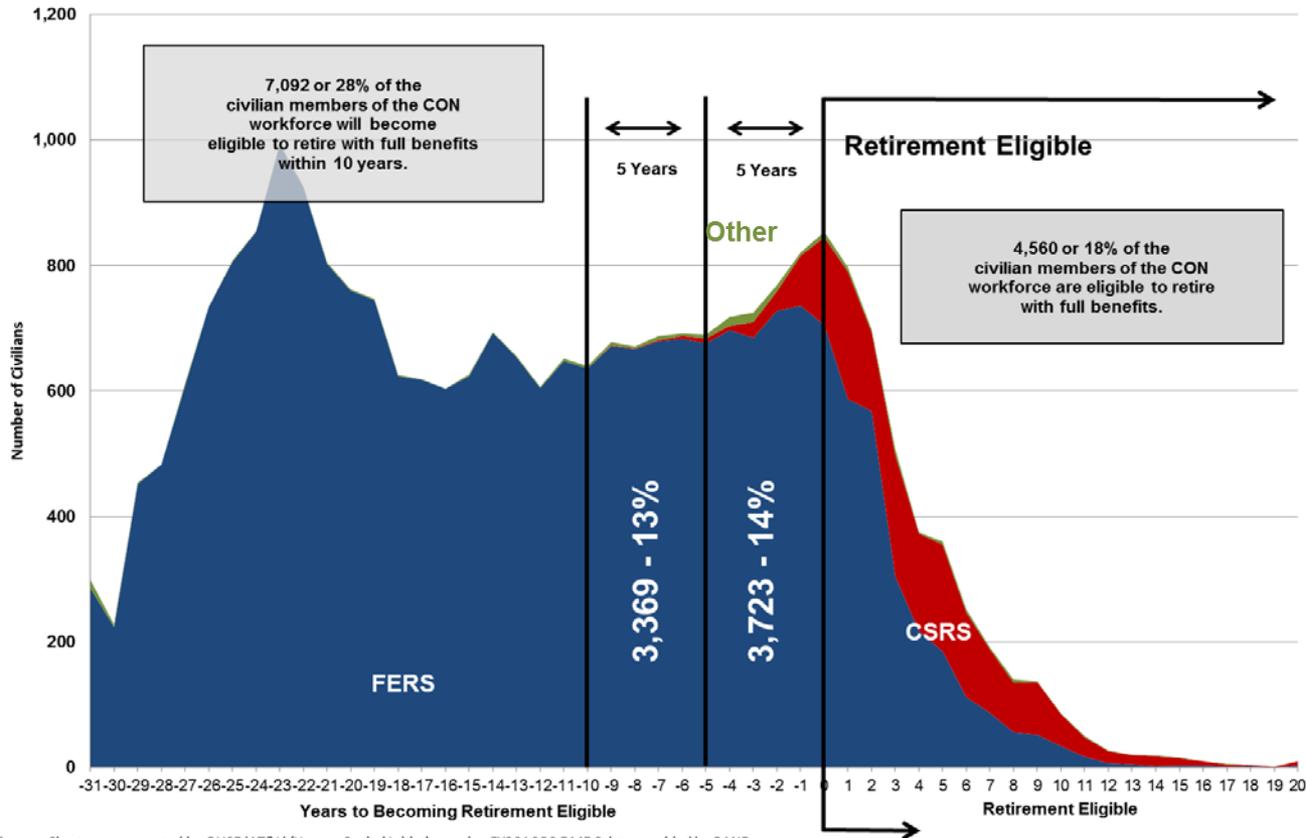


Contracting Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - CON

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