



Defense Acquisition Workforce Key Information

Facilities Engineering
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://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)**



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 Facilities Engineering	FY 2008				FY2016Q2			
	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce	FE Civilian (Civ)	FE Military (Mil)	Total FE (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	4,919	1	4,920	125,879	7,282	3	7,285	158,212
Change in size from 2008	-	-	-	-	48%	200%	48%	26%
Civilian/Military Composition	100%	0%	-	88% / 12%	100%	0%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	77%	0%	77%	77%	79%	100%	79%	82%
Graduate Degree	20%	0%	20%	29%	29%	100%	29%	39%
Certification								
Level I or Higher Achieved	47%	0%	47%	72%	78%	0%	78%	85%
Level II or Higher Achieved	41%	0%	41%	61%	75%	0%	75%	74%
Level III Achieved	0%	0%	0%	36%	28%	0%	28%	43%
Position Certification Requirement Met or Exceeded	40%	0%	40%	58%	72%	0%	72%	75%
Within 24 Months of Certification Requirement	44%	100%	44%	27%	26%	100%	26%	21%
Does Not Meet Certification Requirement	16%	0%	16%	14%	2%	0%	2%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	72%	0%	72%	62%	50%	0%	50%	39%
Average Age	48.8	23.0	48.7	45.7	48.2	38.3	48.2	44.4
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	15/24/61(%)	-	-	20/23/57 (%)(Civ)	15/25/60(%)	-	-	28/29/43(%)
Average Years of Service	18.6	1.0	18.6	17.3	16.8	14.0	16.8	15.0
Retirement Eligible*	1,057(22%)	-	-	19,051(17%) (Civ)	1,847(25%)	-	-	26,669(19%)
Retirement Eligible w/in 5 Years*	995(20%)	-	-	21,315(19%) (Civ)	1,437(20%)	-	-	25,977(18%)
Total Gains/Losses*	1,344/825	-	-	14,245/15,030 (Civ)	#N/A	-	-	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 Facilities Engineering Defense Acquisition Workforce count is 7,285, up from 4,920 in FY08, a total increase of 2,365
- The Facilities Engineering Defense Acquisition Workforce count was at its highest point (8,356) in FY05, and its lowest point (3,927) in FY06
- The Agencies with the largest increases, since FY08, are NAVY, ARMY, and Air Force, with increases of 1,538 (39%), 510 (52%), and 264 (4400%), respectively
- The Agencies with the largest decreases, since FY08, are DLA, DCMA, and DTRA, with decreases of 12 (-92%), 5 (-83%), and 1 (-50%), respectively

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Facilities Engineering Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 71.8%; up from 39.8% in FY08
- The current Facilities Engineering Meets/Exceeds certification rate is up 32% from FY08
- The current Facilities Engineering Defense Acquisition Workforce DAWIA 24 month grace period rate is 26.4%; down from 44.2% in FY08
- The current Facilities Engineering Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 1.8%; down from 16.0% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

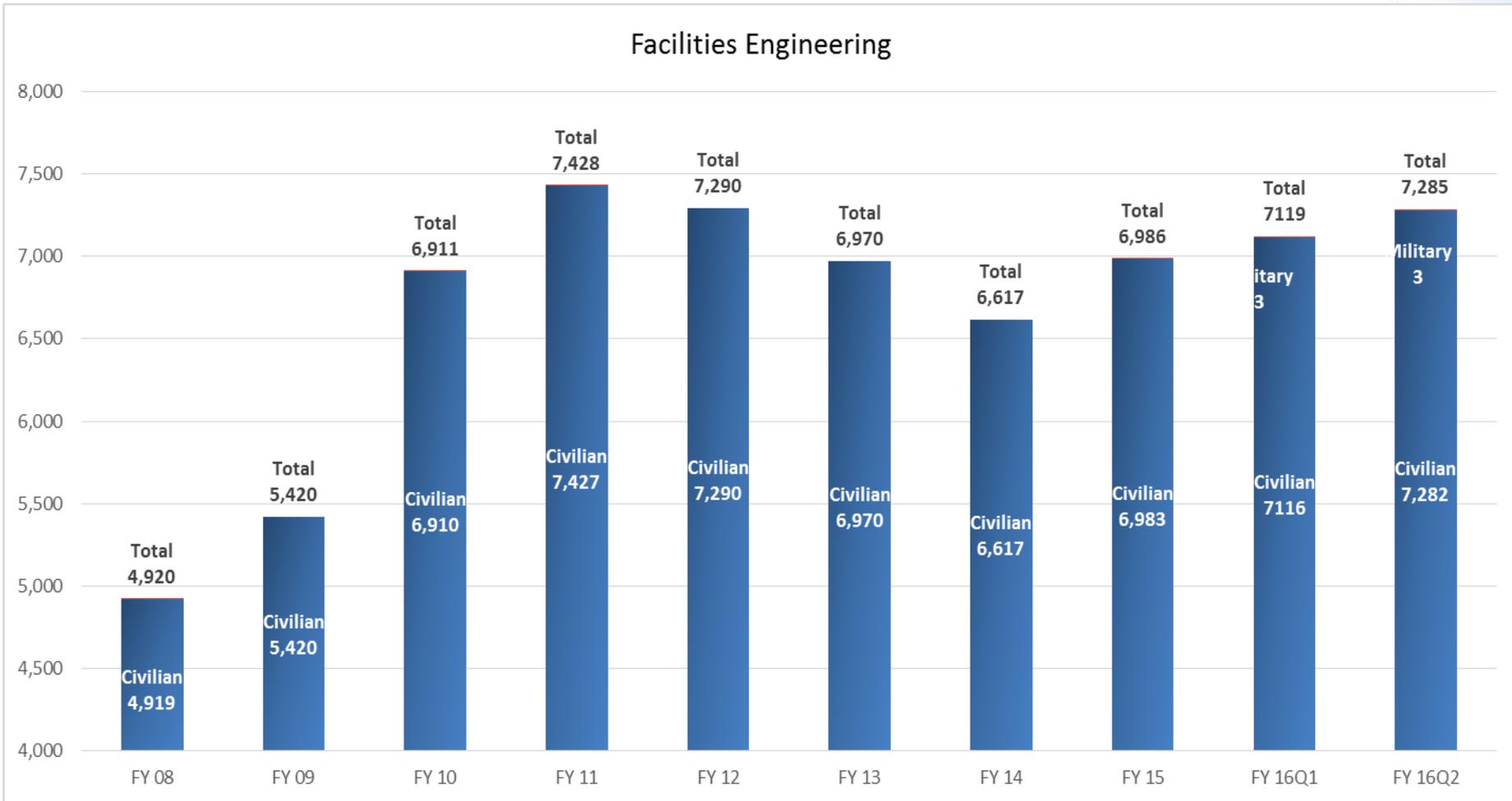
- Senior Career Group 62% (4,378) (10 years or less to retirement eligibility or retirement eligible)
- 25.4% (1,847) are currently eligible to retire, ↑ from 21.7% in FY08
- Mid Career Group 25.2% (1,833) (11 to 20 years to retirement), ↑ from 23.8% in FY08
- Early Career Group 14.6% (1,060) (21 to 25+ years to retirement), ↓ from 15.1% in FY08



Total Historic Workforce

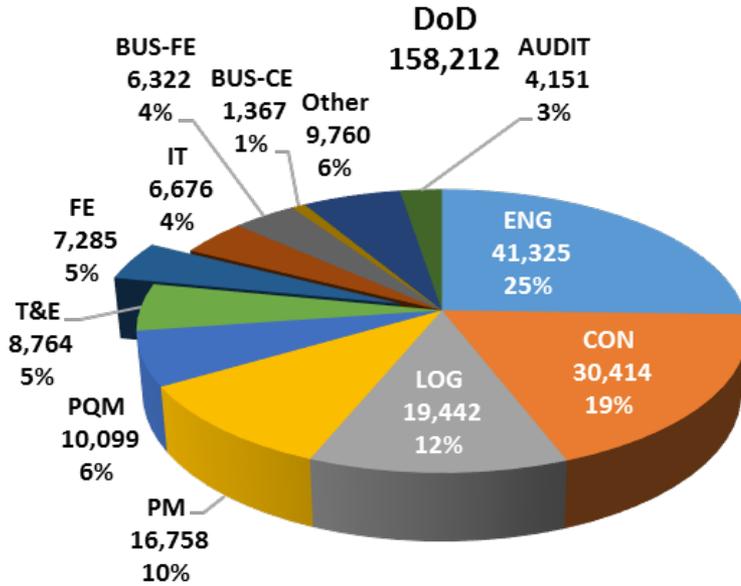


Facilities Engineering





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		
Component %	23.1%	37.0%	22.8%	17.1%	158,212	



Facilities Engineering Workforce Historical Size by Agency FY05 – FY16Q2



Facilities Engineering	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	4,851	441	933	988	719	1,564	1,767	1,708	1,634	1,530	1,497	1,498	52%	0%
DoN	3,505	3,477	3,440	3,902	4,683	5,319	5,615	5,531	5,299	5,039	5,261	5,440	39%	3%
AIR FORCE	-	-	4	6	6	20	36	29	5	4	166	270	4400%	63%
DCMA	-	1	3	6	2	1	-	1	2	-	2	1	-83%	-50%
DLA	-	3	7	13	8	2	1	1	1	1	1	1	-92%	0%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	-	-	2	1	-	4	8	19	29	42	42	43	4200%	2%
DISA	-	-	-	-	-	-	-	-	-	-	-	6		
DHA	-	1	1	-	-	-	-	-	-	-	-	-		
DTRA	-	4	3	2	2	1	1	1	-	1	1	1	-50%	0%
DAU	-	-	-	1	-	-	-	-	-	-	-	1	0%	
National Reconnaissance Office														
OSD	-	-	-	-	-	-	-	-	-	-	-	-		
JCS	-	-	-	-	-	-	-	-	-	-	-	-		
DeCA	-	-	-	-	-	-	-	-	-	-	16	24		50%
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	1	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	-	-	-	-	-	-	-	-	-		
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
Uniformed Services University of The Health Sciences														
IG	-	-	-	-	-	-	-	-	-	-	-	-		
Defense POW/MIA Accounting Agency	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL	8,356	3,927	4,394	4,920	5,420	6,911	7,428	7,290	6,970	6,617	6,986	7,285	↑	↑
													48.1%	4.3%



Facilities Engineering DAWIA Certification by Component

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

Acquisition Workforce Component



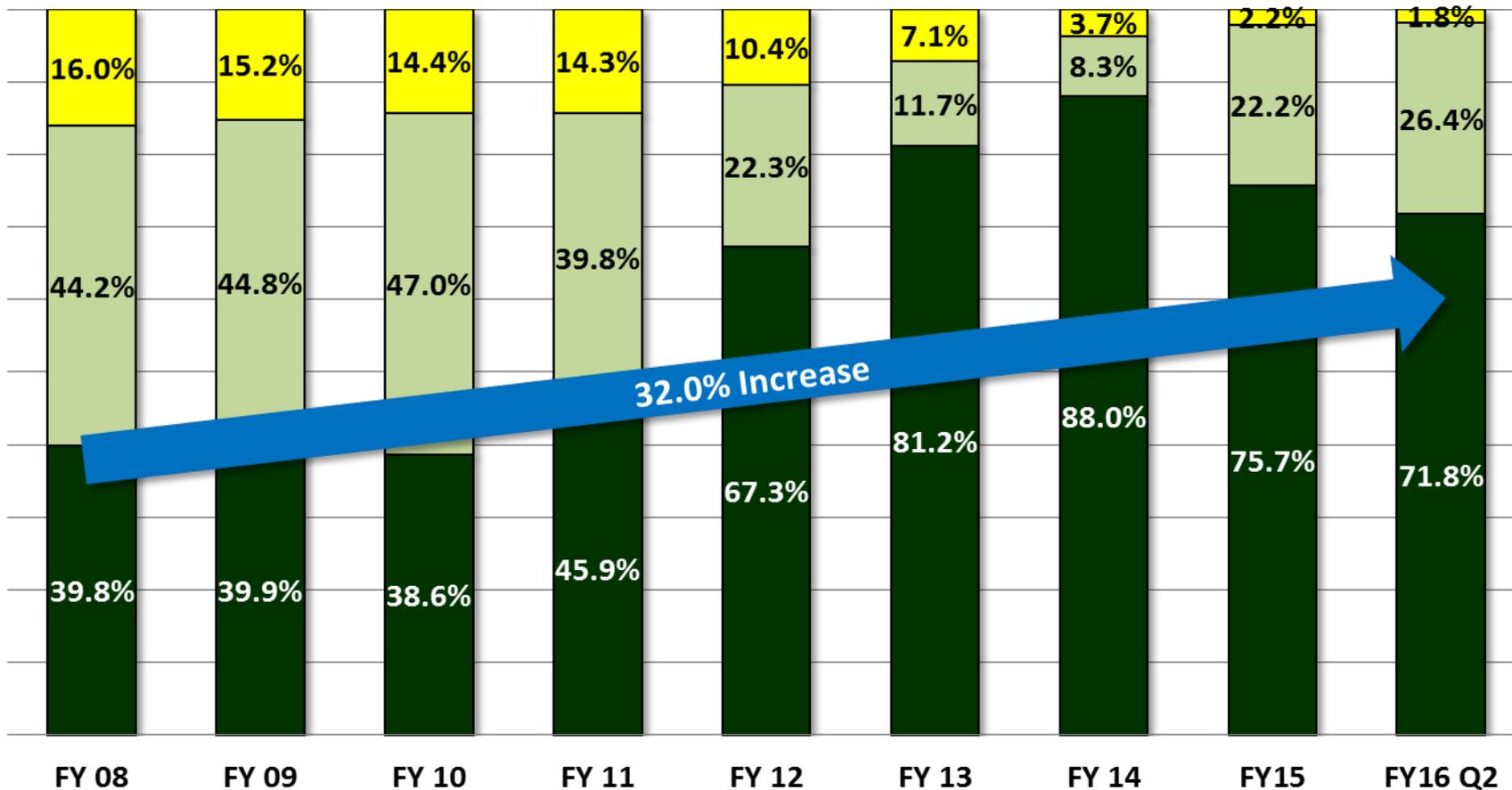
- Meets or Exceeds Position Certification Level Requirements
- Certification requirement not met and member within 24 month period
- Certification requirement not met and member within 24 month period



Facilities Engineering Historical DAWIA Certification FY08 – FY16Q2



Facilities Engineering



Meets/Exceeds
 24 Month
 Does Not Meet

* Rounded to nearest 0.1%



Facilities Engineering DAWIA Certification Matrix + Bench Strength



Facilities Engineering		Achieved Certification Level				FY16Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III			
Level I	97	51	68	14	230	57.8%	
Level II	1,265	137	3,064	320	4,786	70.7%	
Level III	240	18	297	1,710	2,265	75.5%	
Unspecified	2	-	1	1	4		
FY16Q2 TOTAL	1,604	206	3,430	2,045	7,285	71.8%	
	22.0%	2.8%	47.1%	28.1%			

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%	
Facilities E1	402	5.5%	13 of 13

** Based on population total without unspecified positions

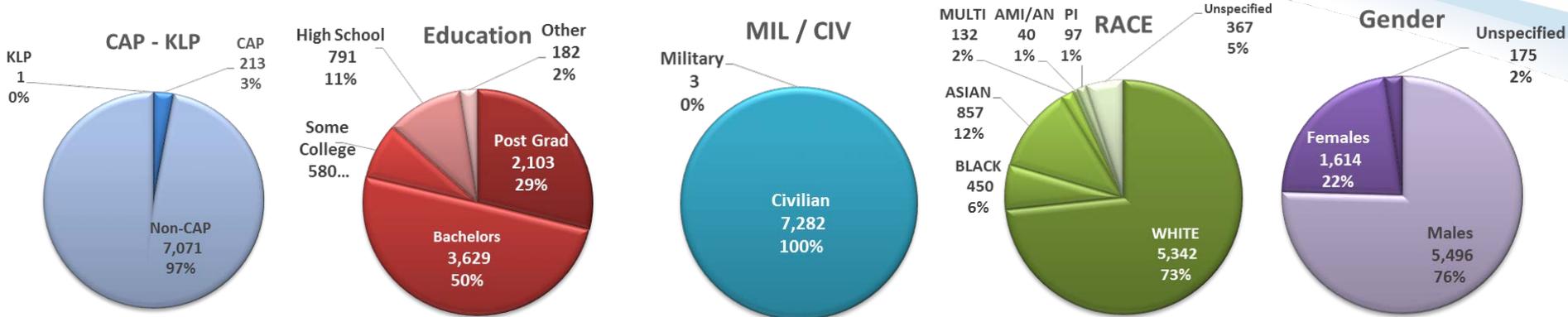
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	133	92	5	230	3.2%
Level II	3,384	1,332	70	4,786	65.7%
Level III	1,710	498	57	2,265	31.1%
Unspecified	1	3	-	4	0.1%
Facilities Engineering TOTAL	5,228	1,925	132	7,285	
	71.8%	26.4%	1.8%		

 = Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Facilities Engineering Demographics



Occupied Position Type	FE TOTAL		Entire DAW	
Key Leadership Positions (KLPs)	1	0.0%	1,128	0.7%
Critical Acquisition Positions (CAPs) *	213	2.9%	15,701	9.9%
Non-CAP Positions	7,071	97.1%	141,383	89.4%
TOTAL	7,285		158,212	

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

Highest Level of Education	FE TOTAL		Entire DAW	
Post Grad	2,103	28.9%	61,428	38.8%
Bachelors	3,629	49.8%	69,007	43.6%
Some College	580	8.0%	11,791	7.5%
High School	791	10.9%	12,464	7.9%
Other	182	2.5%	3,522	2.2%
TOTAL	7,285		158,212	

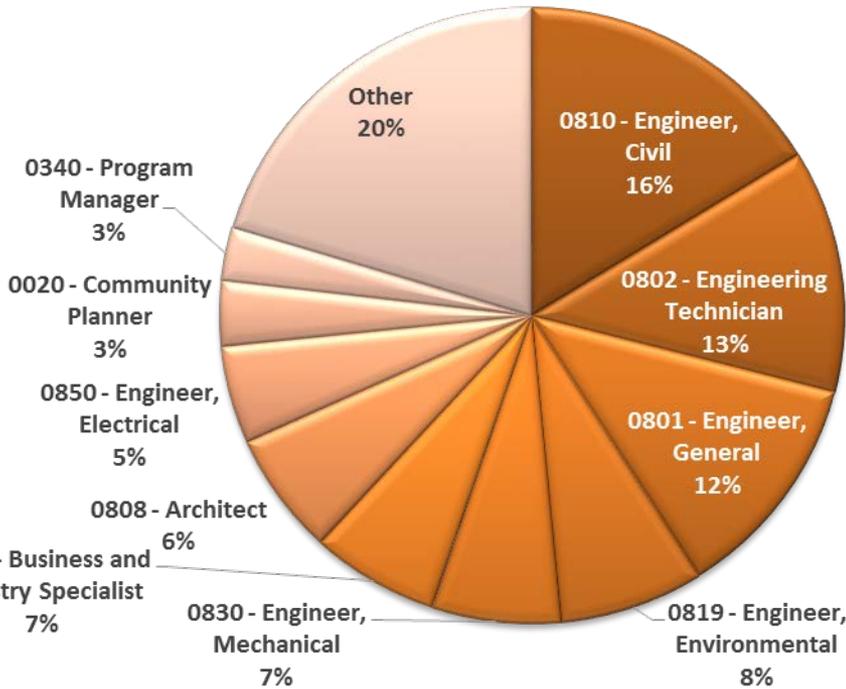
Military / Civilian	FE TOTAL		Entire DAW	
Civilian	7,282	99.96%	142,728	90.2%
Military	3	0.04%	15,484	9.8%
TOTAL	7,285		158,212	

Race	FE TOTAL		Entire DAW	
WHITE	5,342	73.3%	116,320	73.5%
BLACK	450	6.2%	18,633	11.8%
ASIAN	857	11.8%	10,154	6.4%
MULTI	132	1.8%	3,381	2.1%
AMI/AN	40	0.5%	844	0.5%
PI	97	1.3%	748	0.5%
Unspecified	367	5.0%	8,132	5.1%
TOTAL	7,285		158,212	

Gender	FE TOTAL		Entire DAW	
Males	5,496	75.4%	110,062	69.6%
Females	1,614	22.2%	45,274	28.6%
Unspecified	175	2.4%	2,876	1.8%
TOTAL	7,285		158,212	



Facilities Engineering Size by Occupational Series



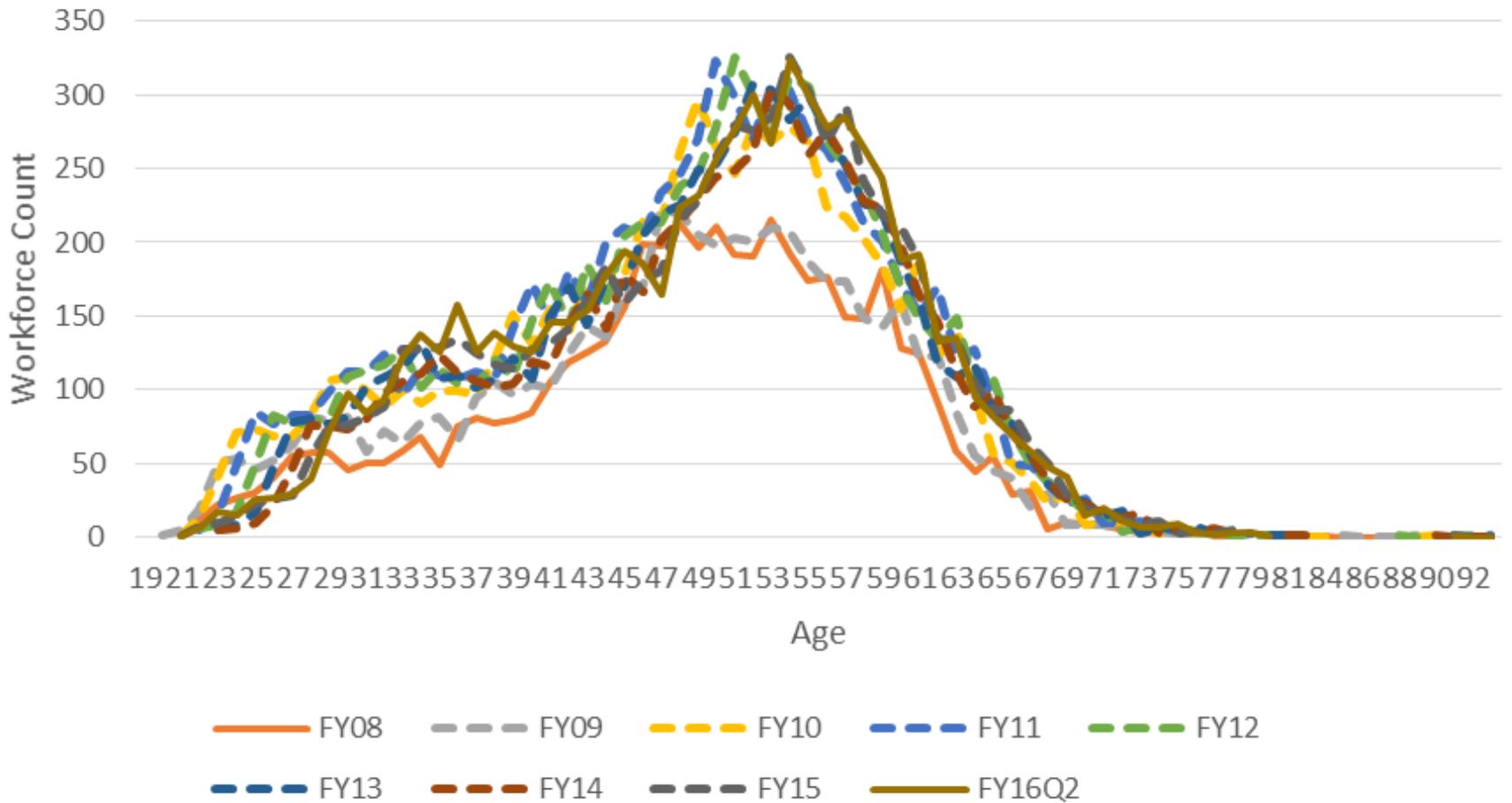
Civilian Occupational Series	FE TOTAL	
0810 - Engineer, Civil	1,183	16.2%
0802 - Engineering Technician	928	12.7%
0801 - Engineer, General	875	12.0%
0819 - Engineer, Environmental	545	7.48%
0830 - Engineer, Mechanical	487	6.69%
1101 - Business and Industry Specialist	483	6.63%
0808 - Architect	470	6.45%
0850 - Engineer, Electrical	375	5.15%
0020 - Community Planner	248	3.41%
0340 - Program Manager	204	2.80%
Other	1,484	20.38%
TOTAL CIVILIAN	7,282	Civilians



Age Demographics



Facilities Engineering Age Demographics

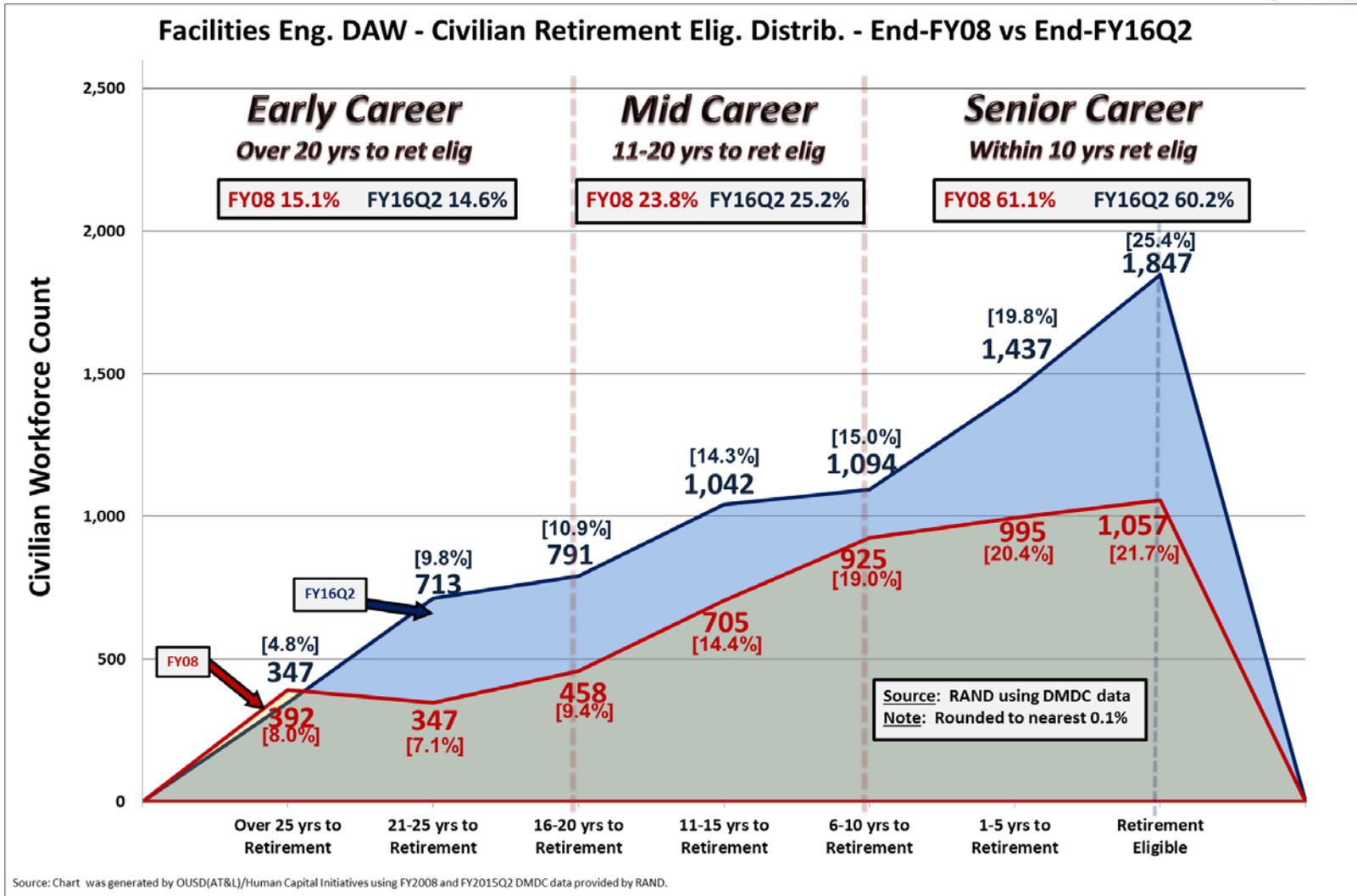




RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Facilities Engineering Civilian Retirement Eligibility Distribution – FY08 / FY16Q2



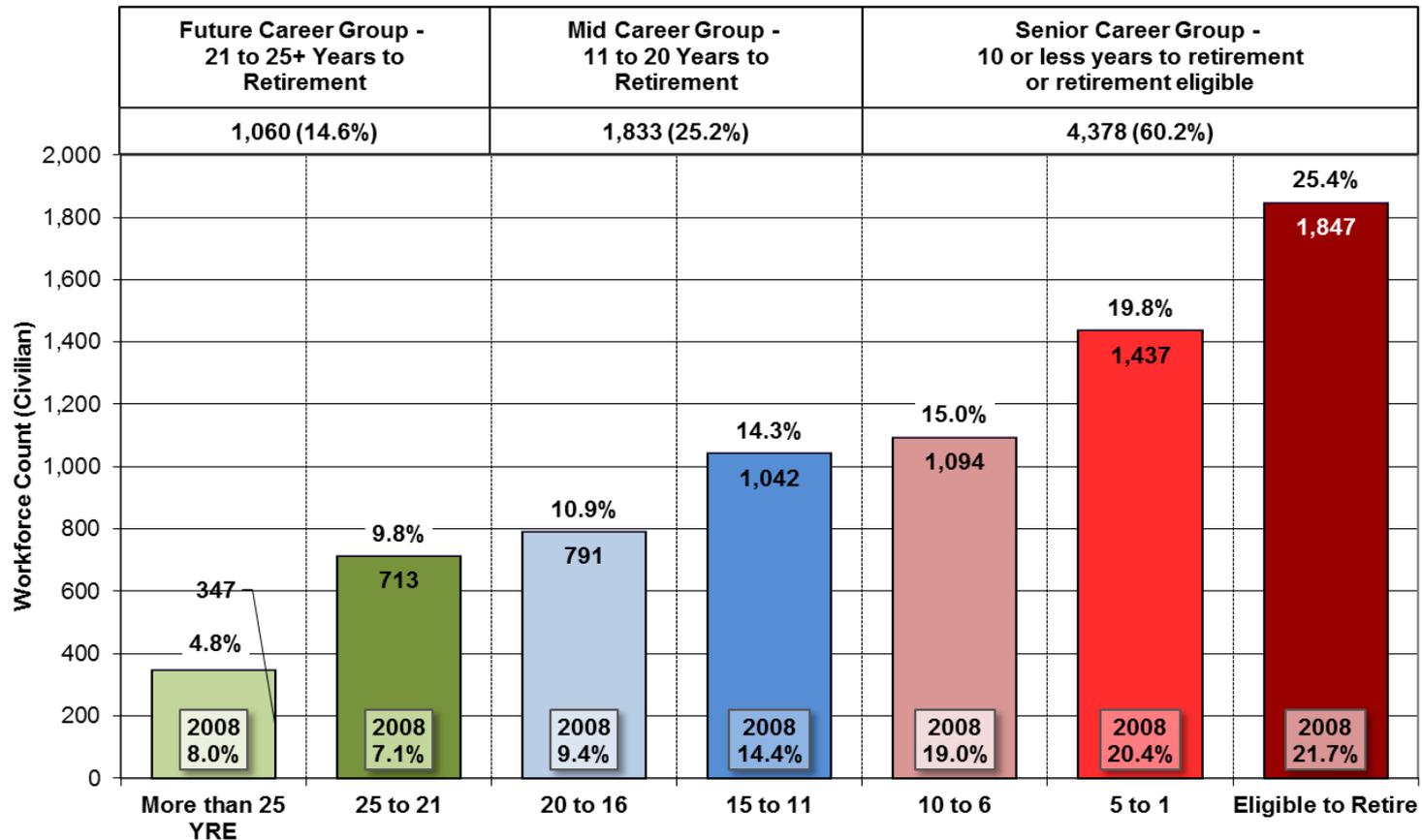
As of FY16Q2 (31 Mar 2016)



Facilities Engineering Workforce Lifecycle Model by YRE



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



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 2015)

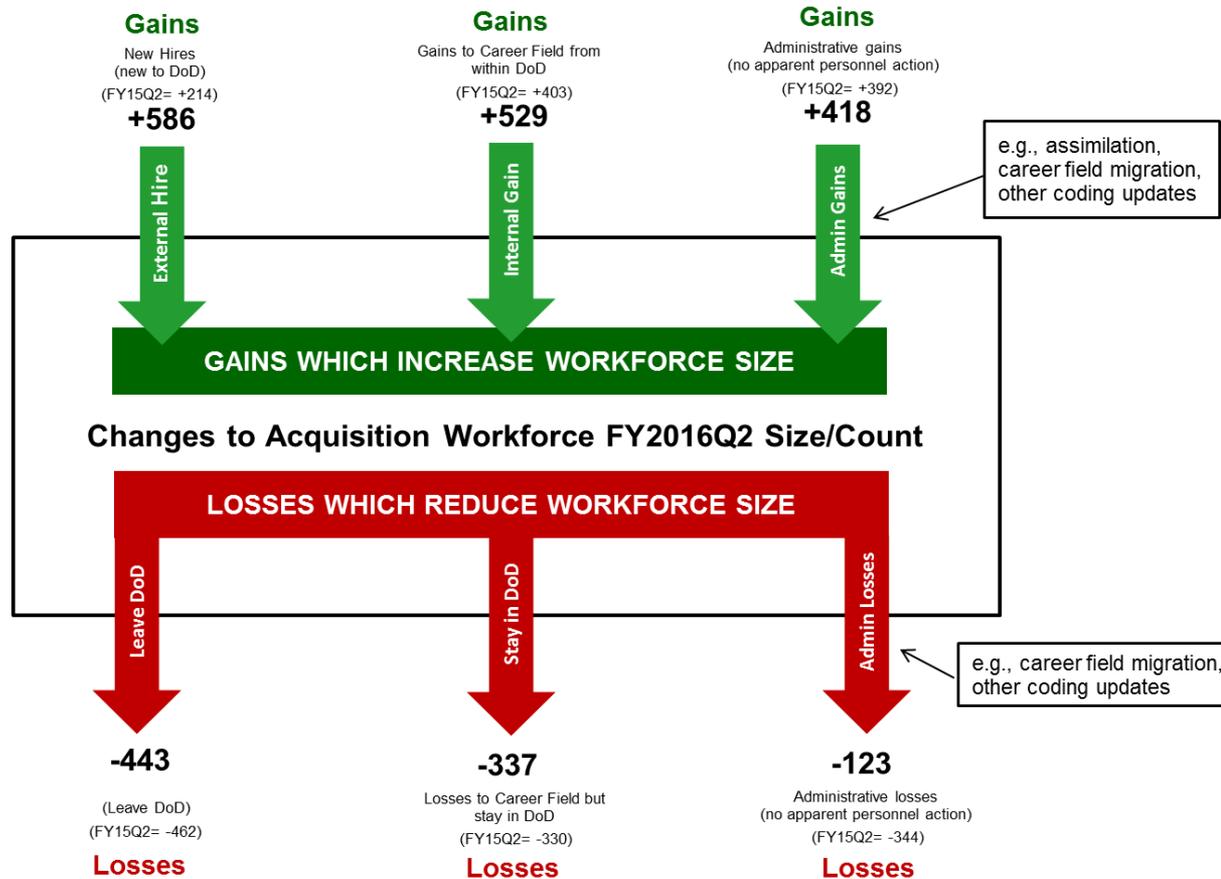


Facilities Engineering Gains/Losses – New Hires Internal/External, Administrative



Defense Acquisition Workforce (Civilian) (FY2016Q2) - Facilities Engineering

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



As of FY16Q2 (31 Mar 2016)

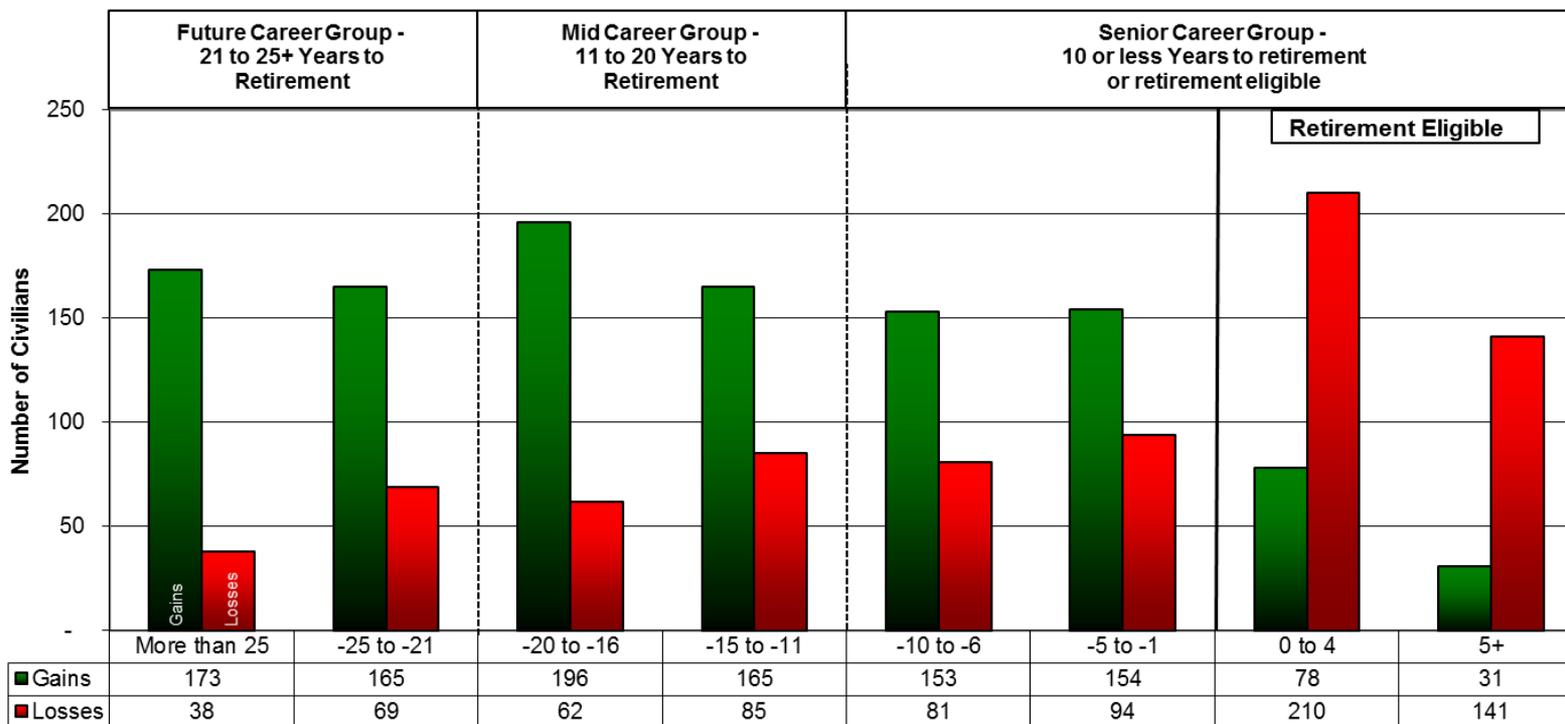


Facilities Engineering Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - FE

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

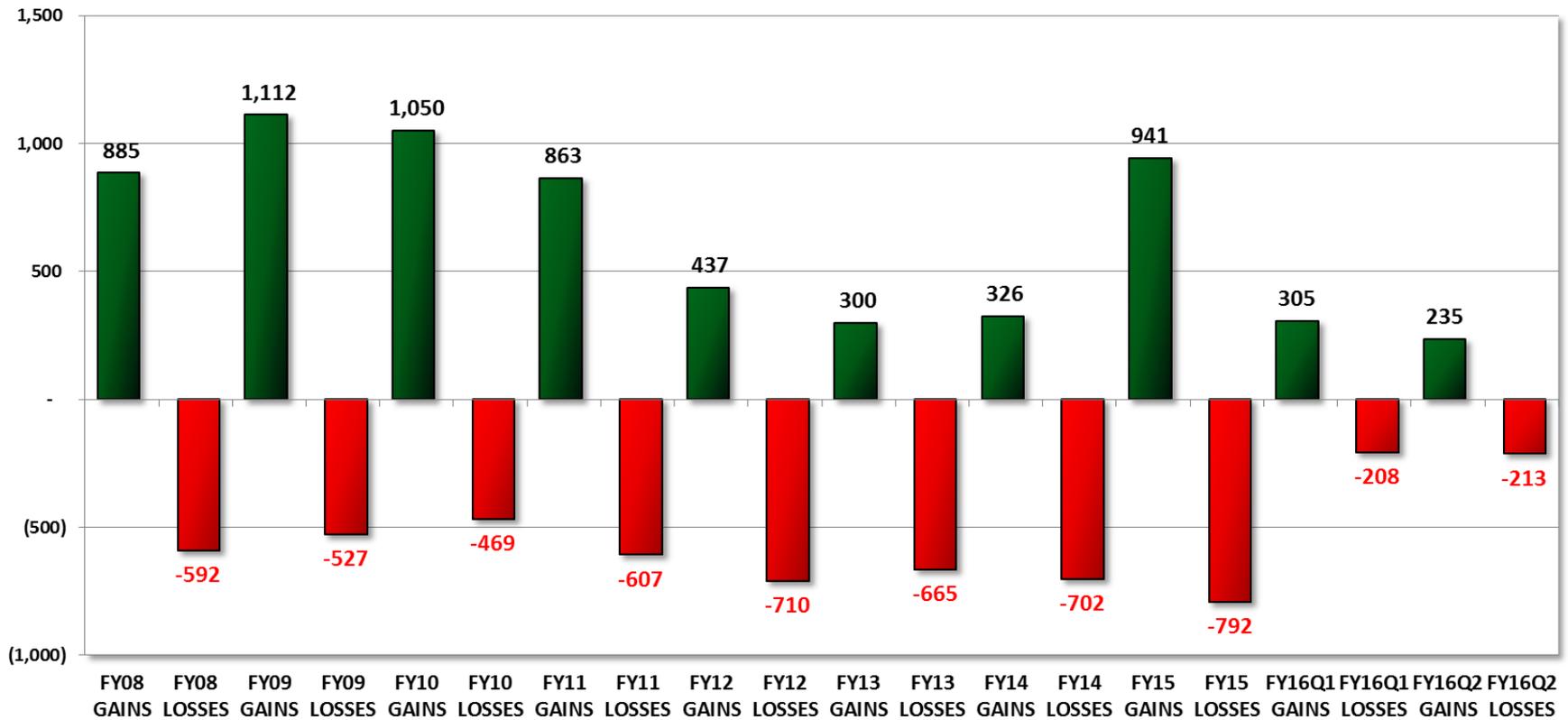
As of FY16Q2 (31 Mar 2016)



Facilities Engineering Historical Gains and Losses FY08 – FY16Q2



Facilities Engineer FY08 - FY15 Gains and Losses



*Does not include Administrative gains and losses

As of FY16Q2 (31 Mar 2016)

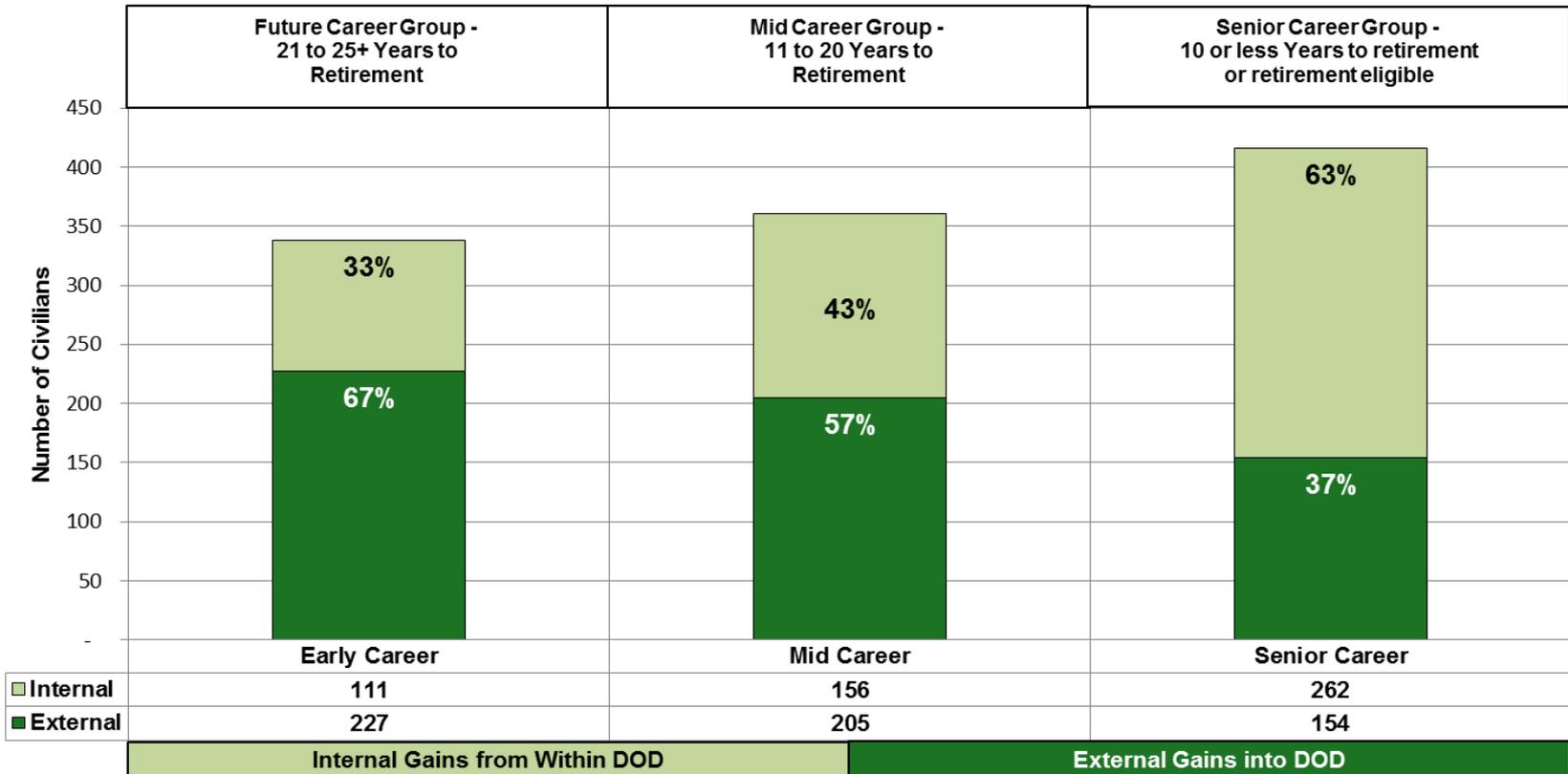


Facilities Engineering Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - FE

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

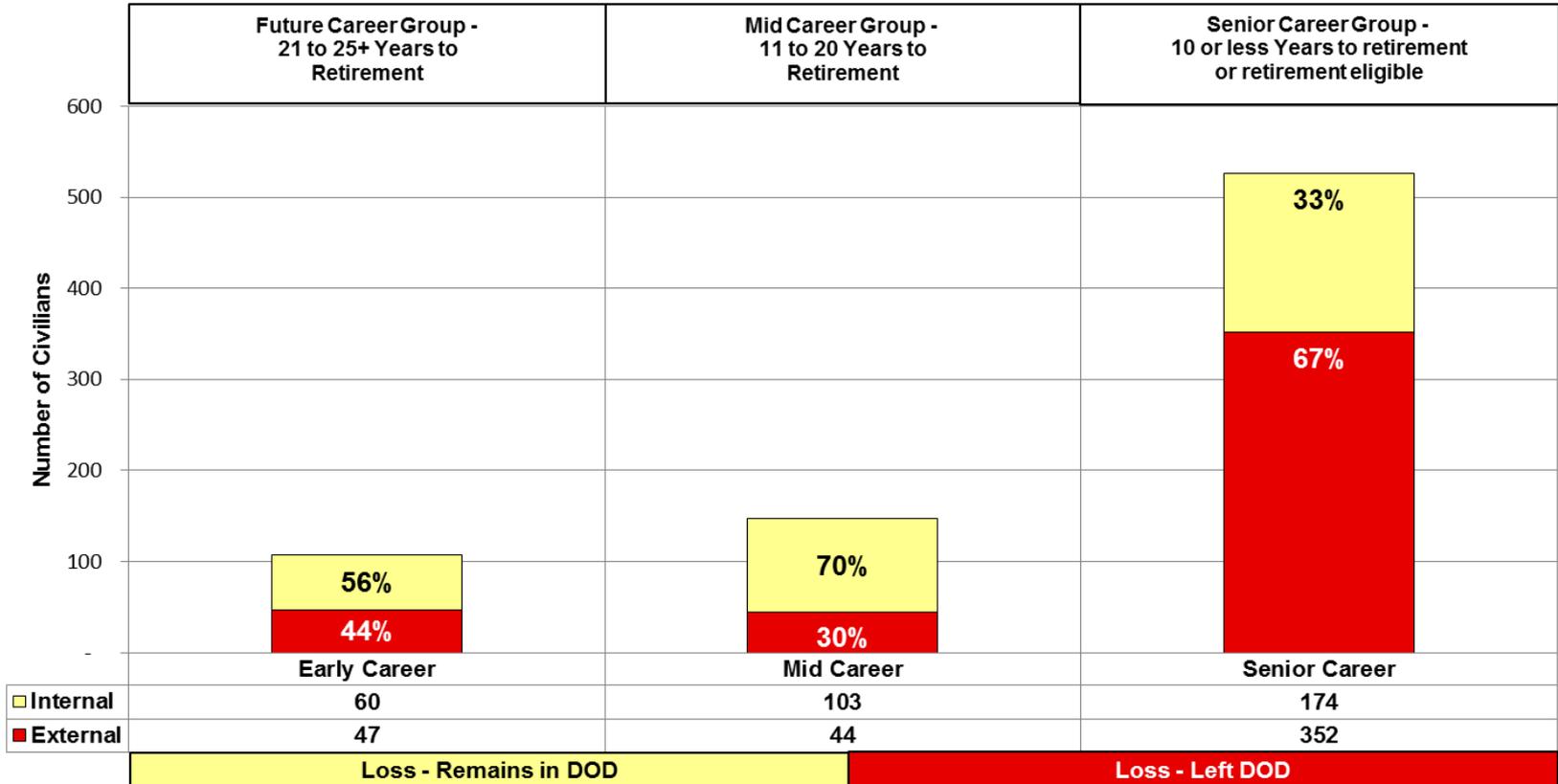


Facilities Engineering Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - FE

Workforce Lifecycle FY2016Q2 Losses*



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

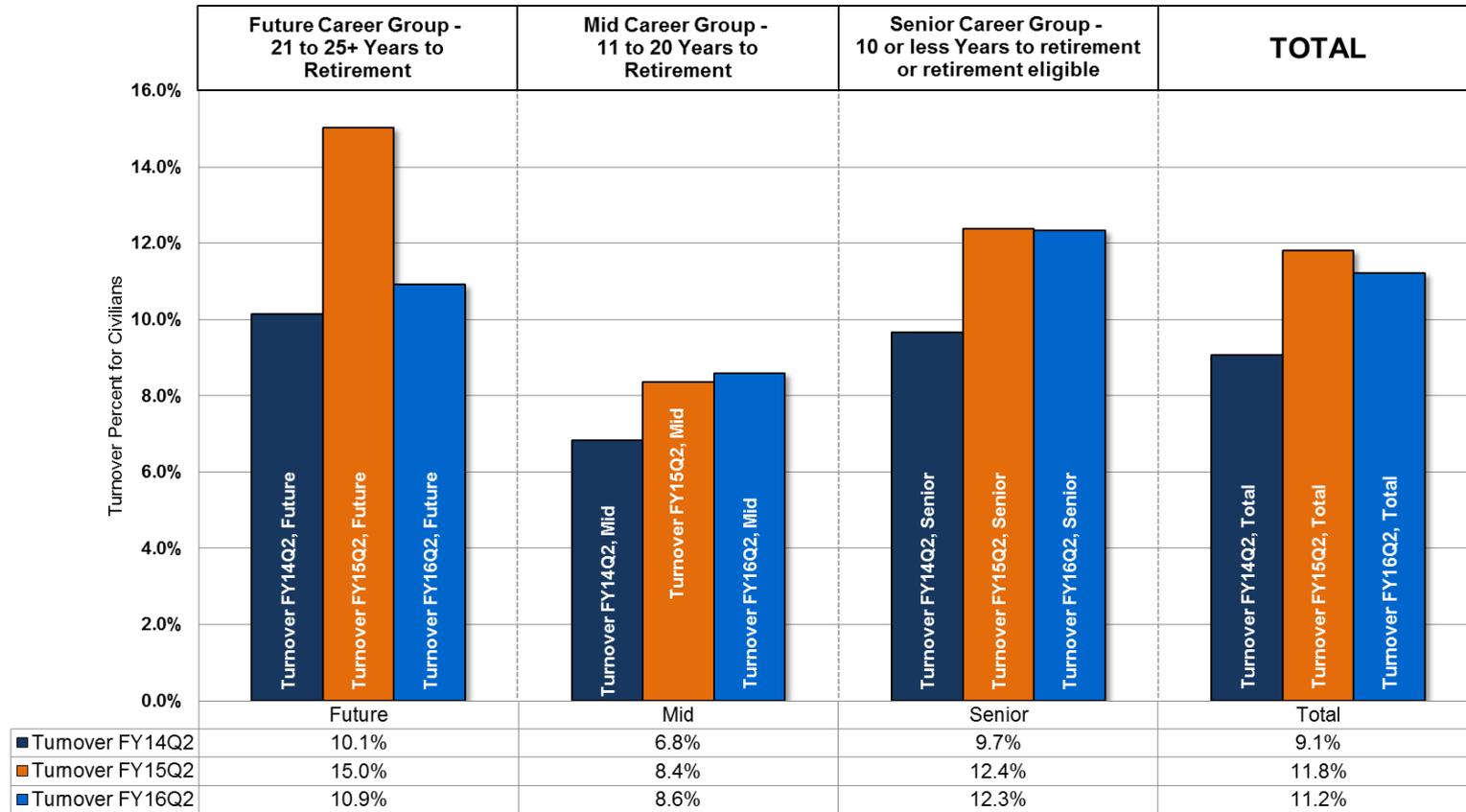
*Does not include administrative losses



Facilities Engineering Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

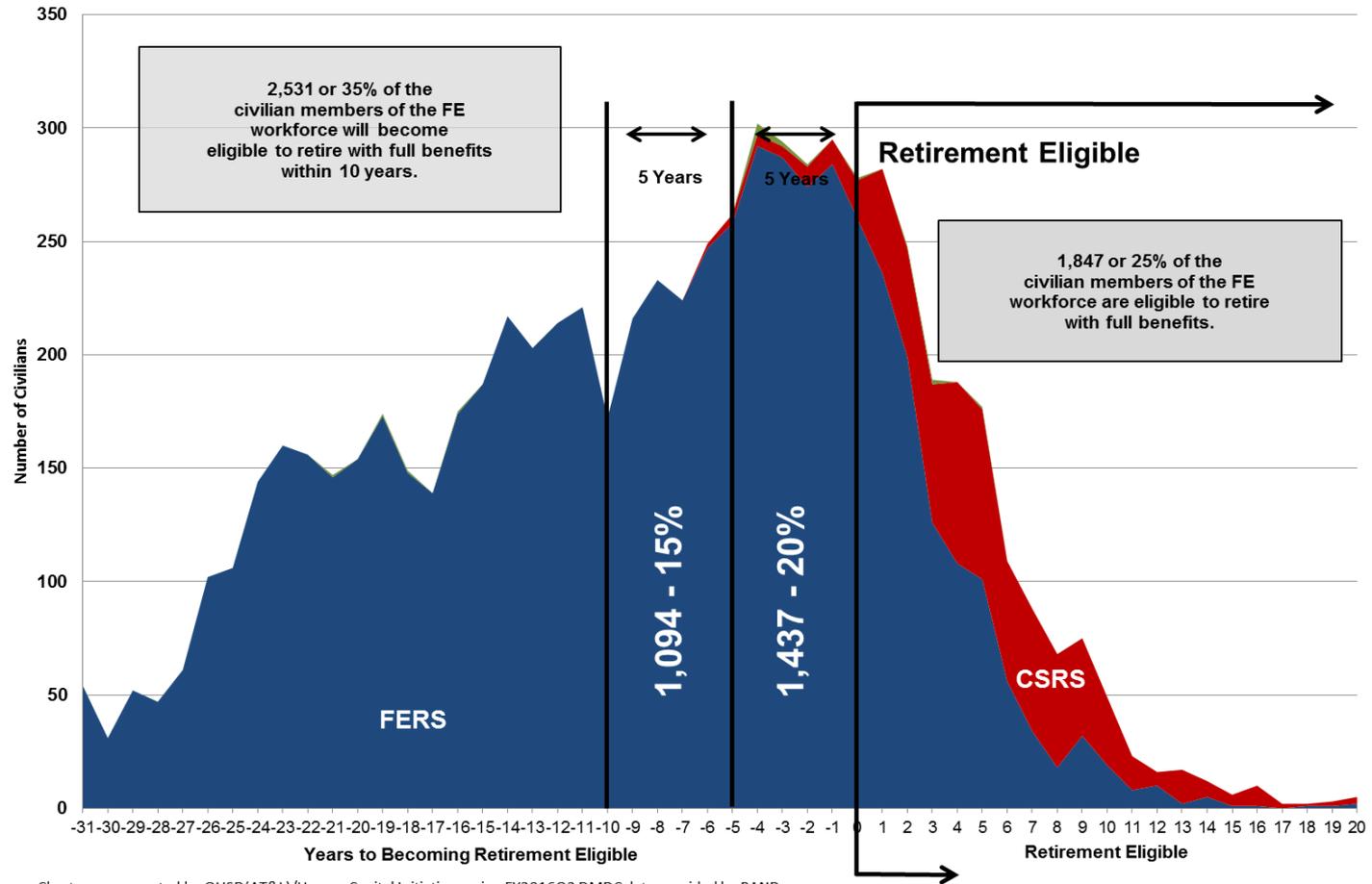


Facilities Engineering Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - FE

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