



Defense Acquisition Workforce Key Information

Life Cycle Logistics
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 Life Cycle Logistics	FY 2008				FY2016Q2			
	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce	LCL Civilian (Civ)	LCL Military (Mil)	Total LCL (Civ+Mil)	Defense Acquisition Workforce
Size & Composition								
Workforce Size	12,415	946	13,361	125,879	18,380	1,062	19,442	158,212
Change in size from 2008	-	-	-	-	48%	12%	46%	26%
Civilian/Military Composition	93%	7%	-	88% / 12%	95%	5%	-	90% / 10%
Educational Attainment								
Bachelor's Degree or Higher	52%	55%	52%	77%	62%	60%	62%	82%
Graduate Degree	15%	23%	16%	29%	26%	36%	26%	39%
Certification								
Level I or Higher Achieved	70%	40%	68%	72%	85%	58%	84%	85%
Level II or Higher Achieved	49%	16%	47%	61%	74%	29%	72%	74%
Level III Achieved	28%	7%	27%	36%	40%	7%	39%	43%
Position Certification Requirement Met or Exceeded	47%	16%	45%	58%	76%	36%	74%	75%
Within 24 Months of Certification Requirement	31%	64%	33%	27%	20%	56%	22%	21%
Does Not Meet Certification Requirement	22%	20%	22%	14%	4%	8%	4%	3%
Planning Considerations								
% Baby Boomer / Traditional Gen.	76%	26%	73%	62%	51%	4%	48%	39%
Average Age	48.8	39.6	48.1	45.7	47.9	38.0	47.4	44.4
Workforce Life-Cycle Model (YRE)*	14/24/62(%)	-	-	20/23/57 (%)(Civ)	16/24/59(%)	-	-	28/29/43(%)
Average Years of Service	17.8	17.2	17.8	17.3	15.2	17.5	15.3	15.0
Retirement Eligible*	2,489(20%)	-	-	19,051(17%) (Civ)	3,730(20%)	-	-	26,669(19%)
Retirement Eligible w/in 5 Years*	2,676(22%)	-	-	21,315(19%) (Civ)	3,673(20%)	-	-	25,977(18%)
Total Gains/Losses*	2,471/1,704	-	-	14,245/15,030 (Civ)	2,235/1,705	-	-	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 Life Cycle Logistics Defense Acquisition Workforce count is 19,442, up from 13,361 in FY08, a total increase of 6,081
- The Life Cycle Logistics Defense Acquisition Workforce count was at its highest point (19,442) in FY16Q2, and its lowest point (12,332) in FY06
- The Agencies with the largest increases, since FY08, are DLA, NAVY, and AIR FORCE, with increases of 2,586 (6,465%), 1,941 (45%), and 1,360 (79%), respectively
- The Agency with the largest decreases, since FY08, is DISA and DSCA, with a decrease of 19 (50%) and 2 (100%), respectfully

Defense Acquisition Workforce DAWIA Certification Highlights

- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 74%; up from 44.9% in FY08
- The current Life Cycle Logistics Meets/Exceeds certification rate is up 29.1% from FY08
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA 24 month grace period rate is 22.3%; down from 32.9% in FY08
- The current Life Cycle Logistics Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 3.81%; down from 22.2% in FY08

Defense Acquisition Workforce Retirement Eligibility Highlights

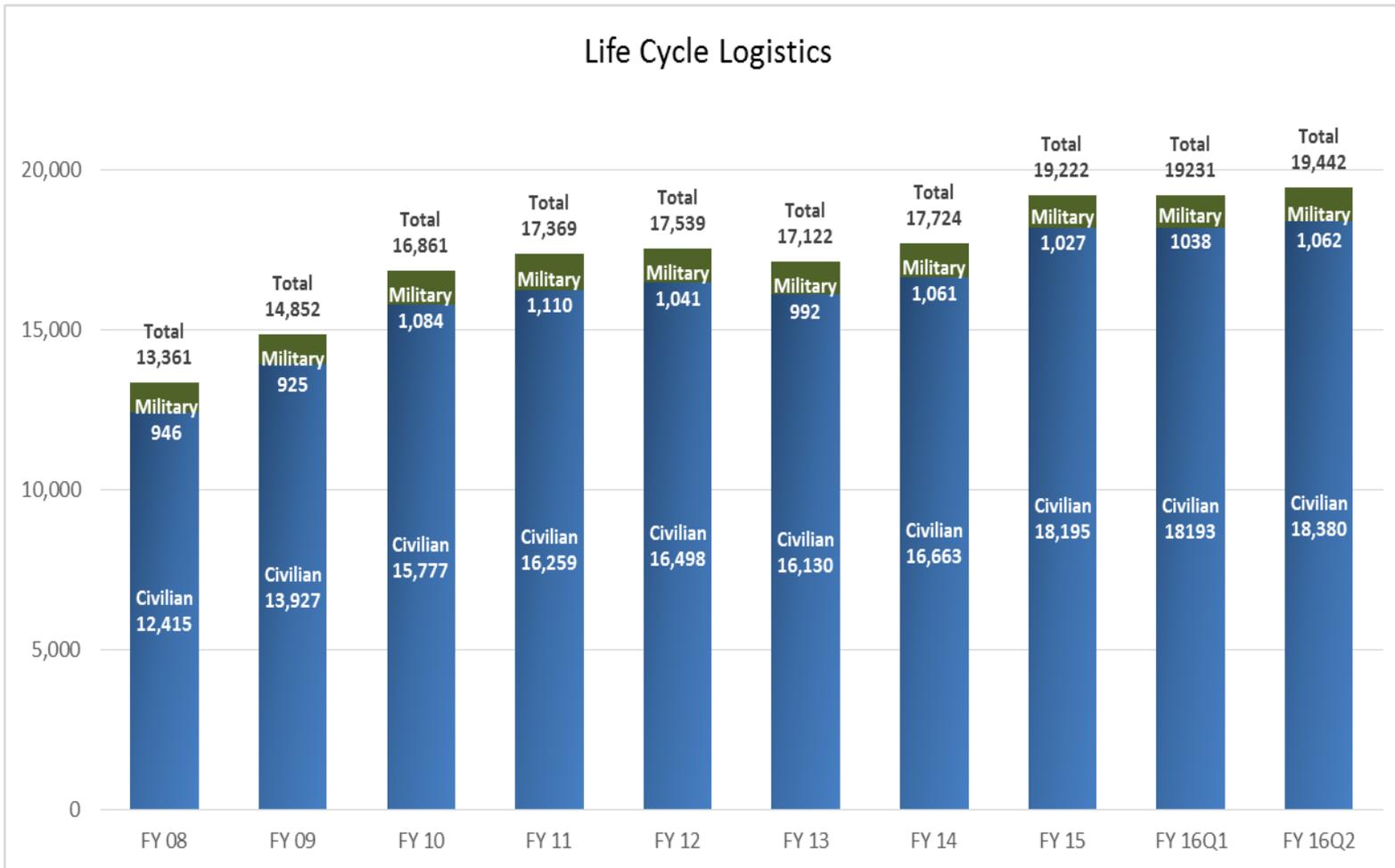
- Senior Career Group 59.4% (10,905) (10 years or less to retirement eligibility or retirement eligible)
- 20.3% (3,730) are currently eligible to retire, up from 20.1% in FY08
- Mid Career Group 24.3% (4,483) (11 to 20 years to retirement), 23.9% in FY08
- Early Career Group 16.1% (2,960) (21 to 25+ years to retirement), up from 14.3% in FY08



Total Historic Workforce

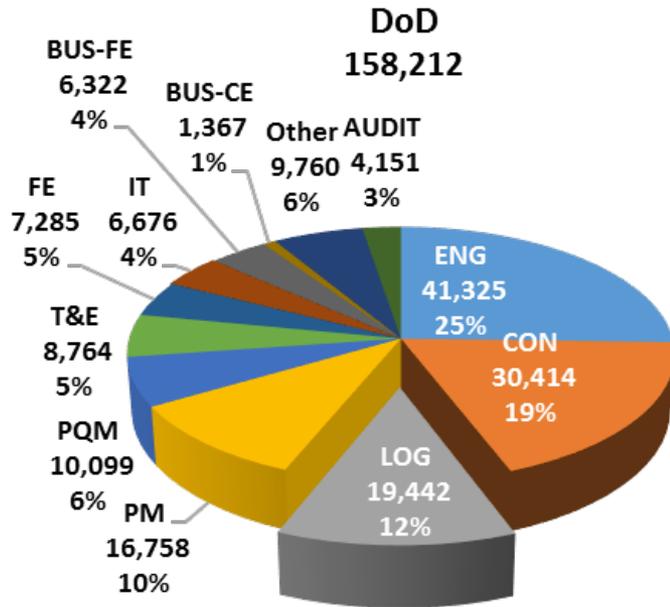


Life Cycle Logistics





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	



Logistics Workforce Historical Size by Agency FY05 – FY16Q2

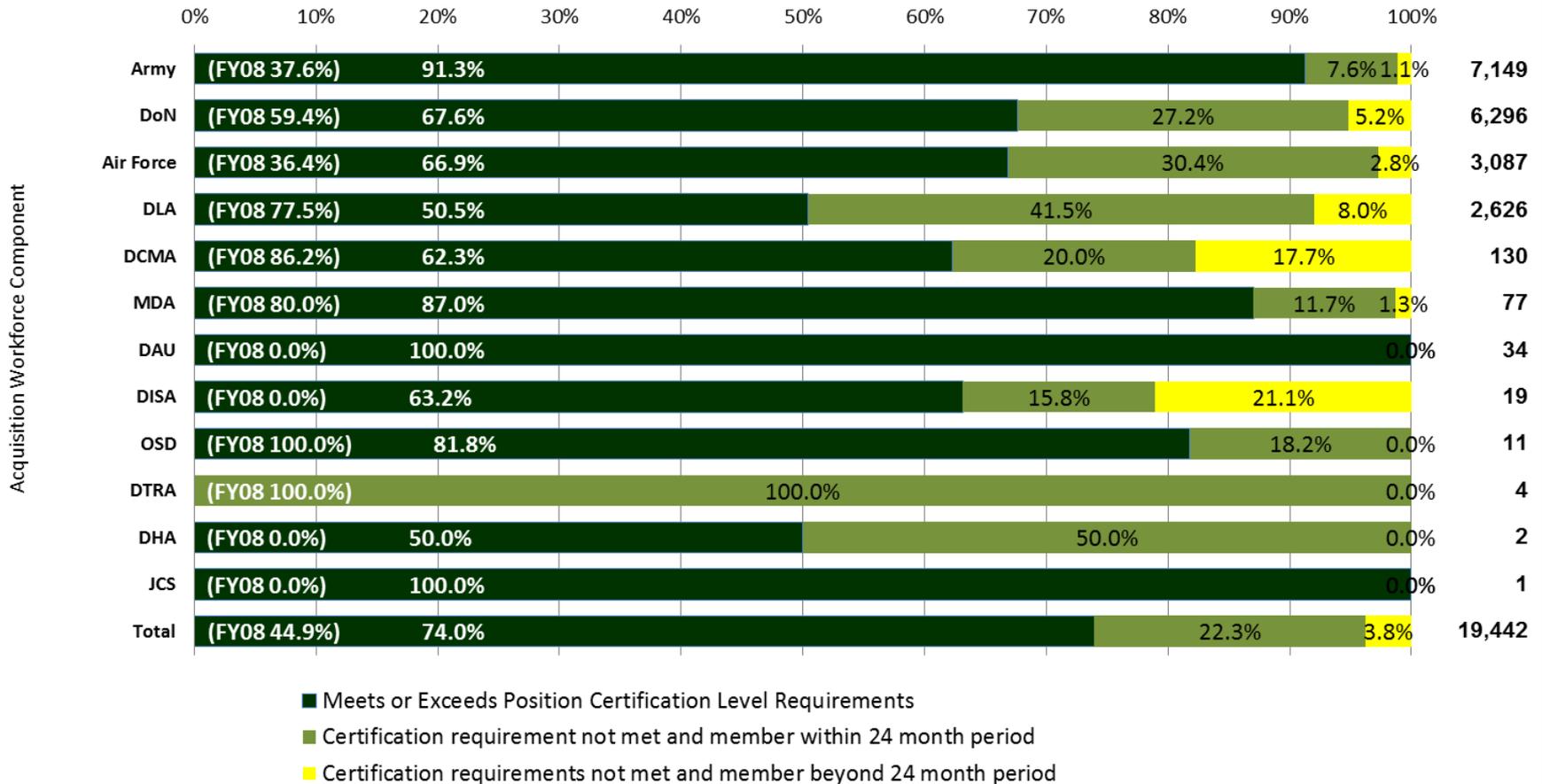


Life Cycle Logistics	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
Defense Acq Workforce														
ARMY	6,128	6,320	6,545	7,134	7,952	9,045	8,962	8,677	8,104	7,554	7,201	7,149	0%	-1%
DoN	4,206	4,155	4,219	4,355	4,784	5,219	5,415	5,497	5,538	5,715	6,160	6,296	45%	2%
AIR FORCE	2,079	1,781	1,700	1,727	1,989	2,427	2,762	2,789	2,859	2,907	3,028	3,087	79%	2%
DCMA	29	28	40	29	35	37	91	132	128	127	127	130	348%	2%
DLA	9	7	63	40	22	21	21	317	359	1,272	2,554	2,626	6465%	3%
DCAA	-	-	-	-	-	-	-	-	-	-	-	-		
MDA	2	3	4	5	12	44	48	57	71	64	71	77	1440%	8%
DISA	13	13	28	38	22	17	18	15	13	32	27	19	-50%	-30%
DHA	-	-	-	-	-	2	2	1	-	3	3	2		-33%
DTRA	-	1	1	1	1	1	1	-	-	-	4	4	300%	0%
DAU	26	23	-	24	30	37	36	41	37	36	33	34	42%	3%
National Reconnaissance Office														
OSD	1	1	2	2	2	10	13	12	11	12	12	11	450%	-8%
JCS	-	-	-	-	-	-	-	1	1	1	1	1		0%
DeCA	-	-	1	-	-	-	-	-	-	-	-	-		
WHS	-	-	-	-	-	-	-	-	-	-	-	-		
DFAS	-	-	-	-	-	-	-	-	-	-	-	-		
DoDEA	-	-	-	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	-	-	-	-	-	-	-	-		
DoD HRA	-	-	-	-	-	-	-	-	-	-	-	-		
TRMC	-	-	-	-	-	-	-	-	-	-	-	-		
DSCA	-	-	-	2	-	-	-	-	-	-	-	-	-100%	
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	1	-	-	-	-	-	1	1	1	1		0%
DTIC	-	-	-	-	-	-	-	-	-	-	-	-		
DARPA	-	-	-	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	-	-	-	-	-	-	-	-	-		
Uniformed Services University of The Health Sciences														
IG	-	-	-	-	-	-	-	-	-	-	-	-		
Defense POW/MIA Accounting Agency	-	-	-	-	-	-	-	-	-	-	-	-		
ASD	-	-	-	-	-	-	-	-	-	-	-	-		
PFPA	-	-	-	-	-	-	-	-	-	-	-	-		
4th Estate Other	-	-	-	4	3	1	-	-	-	-	-	-		
TOTAL	12,493	12,332	12,604	13,361	14,852	16,861	17,369	17,539	17,122	17,724	19,222	19,442	↑ 45.5%	↑ 1.14%



Logistics DAWIA Certification by Component

Certification Level "Meet/Exceed" Rates by Component Life Cycle Logistics (FY16Q2)

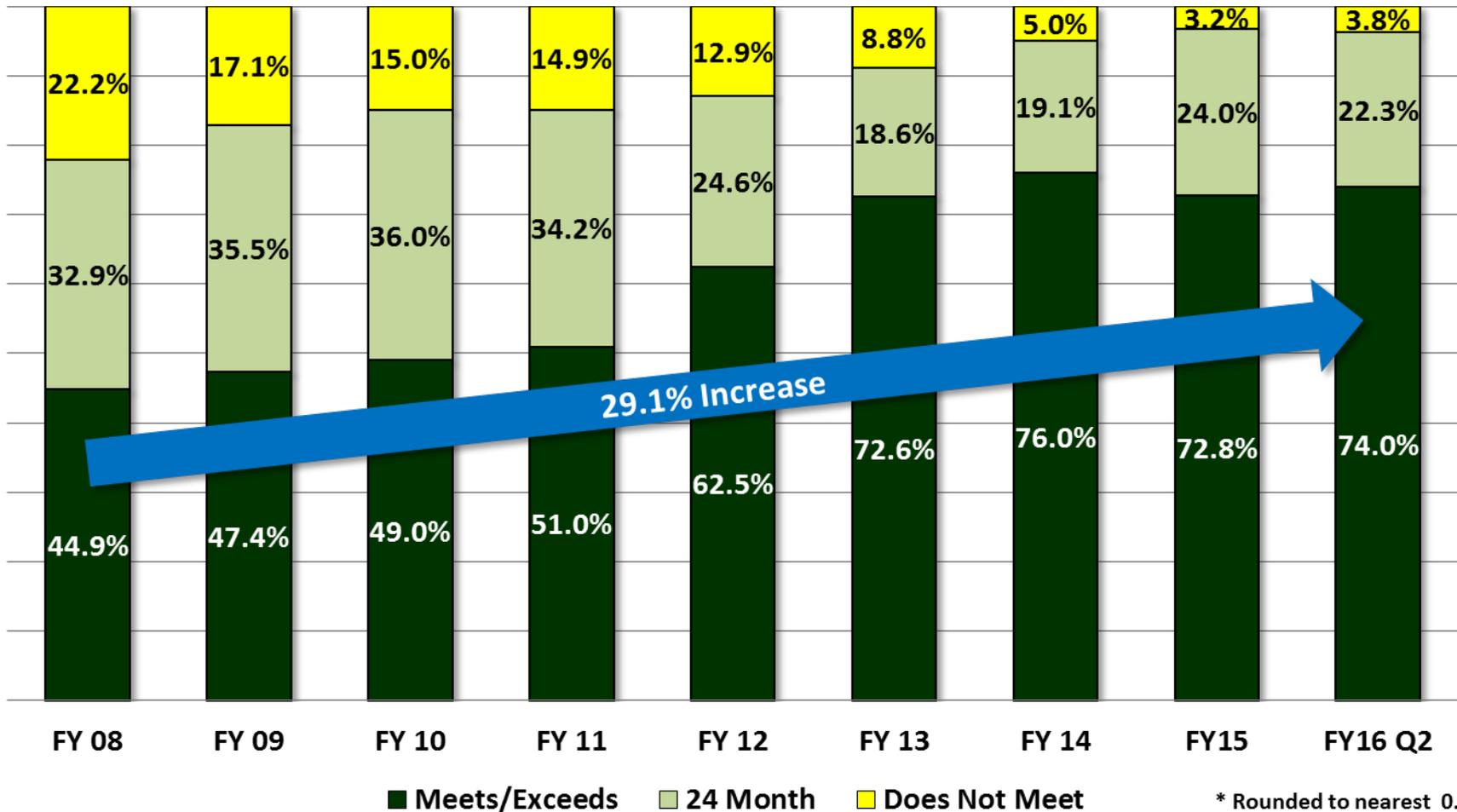




Logistics Historical DAWIA Certification FY08 – FY156Q2



Life Cycle Logistics



29.1% Increase



Logistics DAWIA Certification Matrix + Bench Strength



Life Cycle Logistics	Achieved Certification Level				FY16Q2 TOTAL	% Meets Certification Requirement
	No Level Achieved	Level I	Level II	Level III		
Level I	1,237	903	250	41	2,431	49.1%
Level II	1,422	1,177	5,741	2,366	10,706	75.7%
Level III	514	234	468	5,078	6,294	80.7%
<i>Unspecified</i>	9	1	-	1	11	
FY16Q2 TOTAL	3,182	2,315	6,459	7,486	19,442	74.0%
	16.4%	11.9%	33.2%	38.5%		

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%	
Life Cycle Lt	2,657	13.7%	4 of 13

** Based on population total without unspecified positions

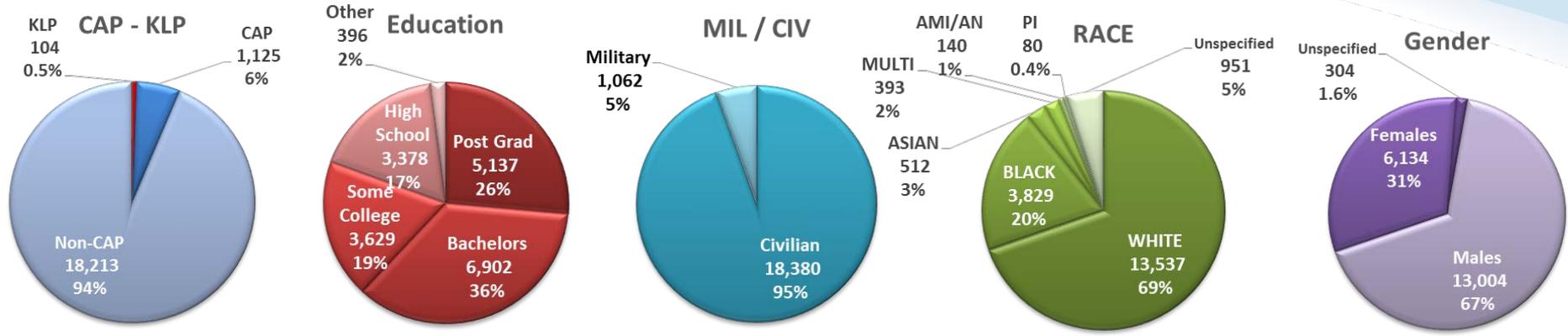
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	1,194	1,208	29	2,431	12.5%
Level II	8,107	2,158	441	10,706	55.1%
Level III	5,078	956	260	6,294	32.4%
<i>Unspecified</i>	1	9	1	11	0.1%
Life Cycle Logistics TOTAL	14,380	4,331	731	19,442	
	74.0%	22.3%	3.8%		

= Compliance
 = Exceeds Requirements

* NOTE: Rounded to nearest 0.1%



Logistics Demographics



Occupied Position Type	LCL TOTAL	Entire DAW
Key Leadership Positions (KLPs)	104 0.5%	1,128 0.7%
Critical Acquisition Positions (CAPs) *	1,125 5.8%	15,701 9.9%
Non-CAP Positions	18,213 93.7%	141,383 89.4%
TOTAL	19,442	158,212

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

Highest Level of Education	LCL TOTAL	Entire DAW
Post Grad	5,137 26.4%	61,428 38.8%
Bachelors	6,902 35.5%	69,007 43.6%
Some College	3,629 18.7%	11,791 7.5%
High School	3,378 17.4%	12,464 7.9%
Other	396 2.0%	3,522 2.2%
TOTAL	19,442	158,212

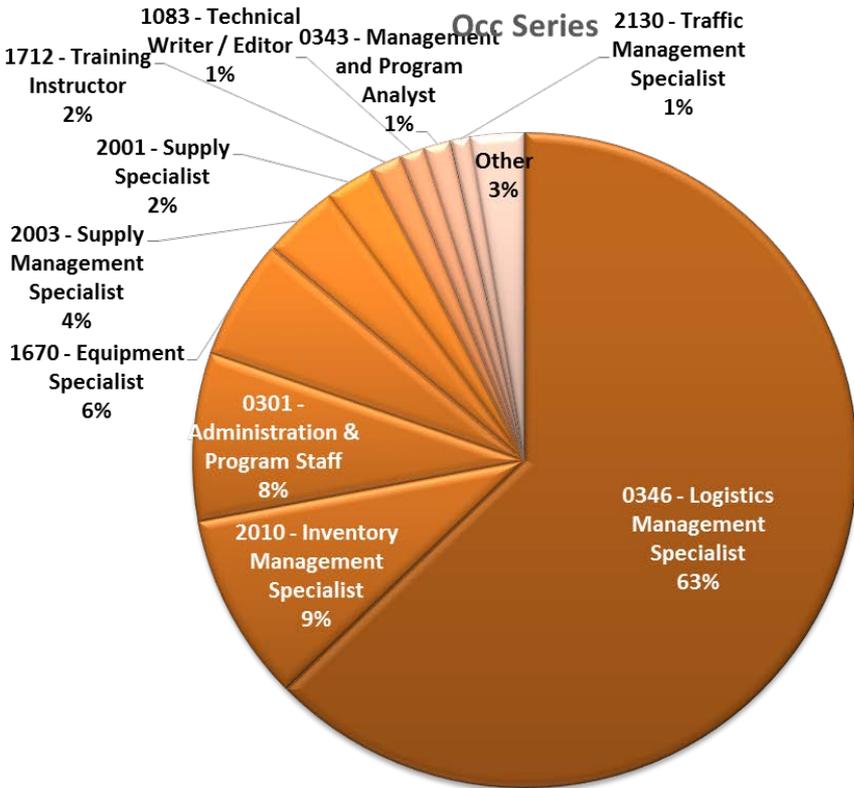
Military / Civilian	LCL TOTAL	Entire DAW
Civilian	18,380 94.5%	142,728 90.2%
Military	1,062 5.5%	15,484 9.8%
TOTAL	19,442	158,212

Race	LCL TOTAL	Entire DAW
WHITE	13,537 69.6%	116,320 73.5%
BLACK	3,829 19.7%	18,633 11.8%
ASIAN	512 2.6%	10,154 6.4%
MULTI	393 2.0%	3,381 2.1%
AMI/AN	140 0.7%	844 0.5%
PI	80 0.4%	748 0.5%
Unspecified	951 4.9%	8,132 5.1%
TOTAL	19,442	158,212

Gender	LCL TOTAL	Entire DAW
Males	13,004 66.9%	110,062 69.6%
Females	6,134 31.6%	45,274 28.6%
Unspecified	304 1.6%	2,876 1.8%
TOTAL	19,442	158,212



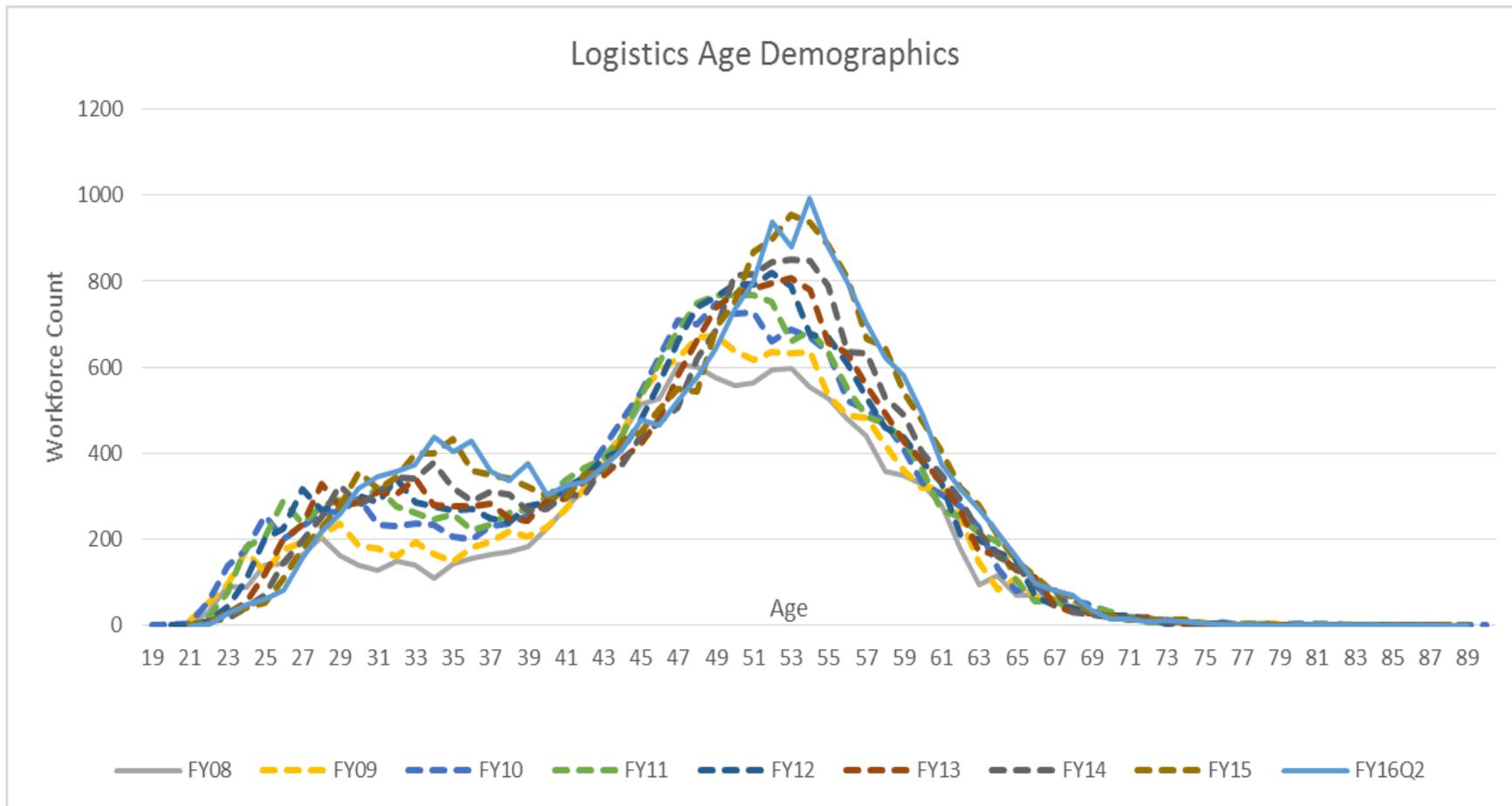
Logistics Size by Occupational Series



Civilian Occupational Series	LCL TOTAL	
0346 - Logistics Management Specialist	11,527	62.7%
2010 - Inventory Management Specialist	1,712	9.3%
0301 - Administration & Program Staff	1,524	8.3%
1670 - Equipment Specialist	1,086	5.91%
2003 - Supply Management Specialist	688	3.74%
2001 - Supply Specialist	443	2.41%
1712 - Training Instructor	279	1.52%
1083 - Technical Writer / Editor	219	1.19%
0343 - Management and Program Analyst	244	1.33%
2130 - Traffic Management Specialist	177	0.96%
Other	481	2.62%
TOTAL CIVILIAN	18,380	Civilians



Age Demographics





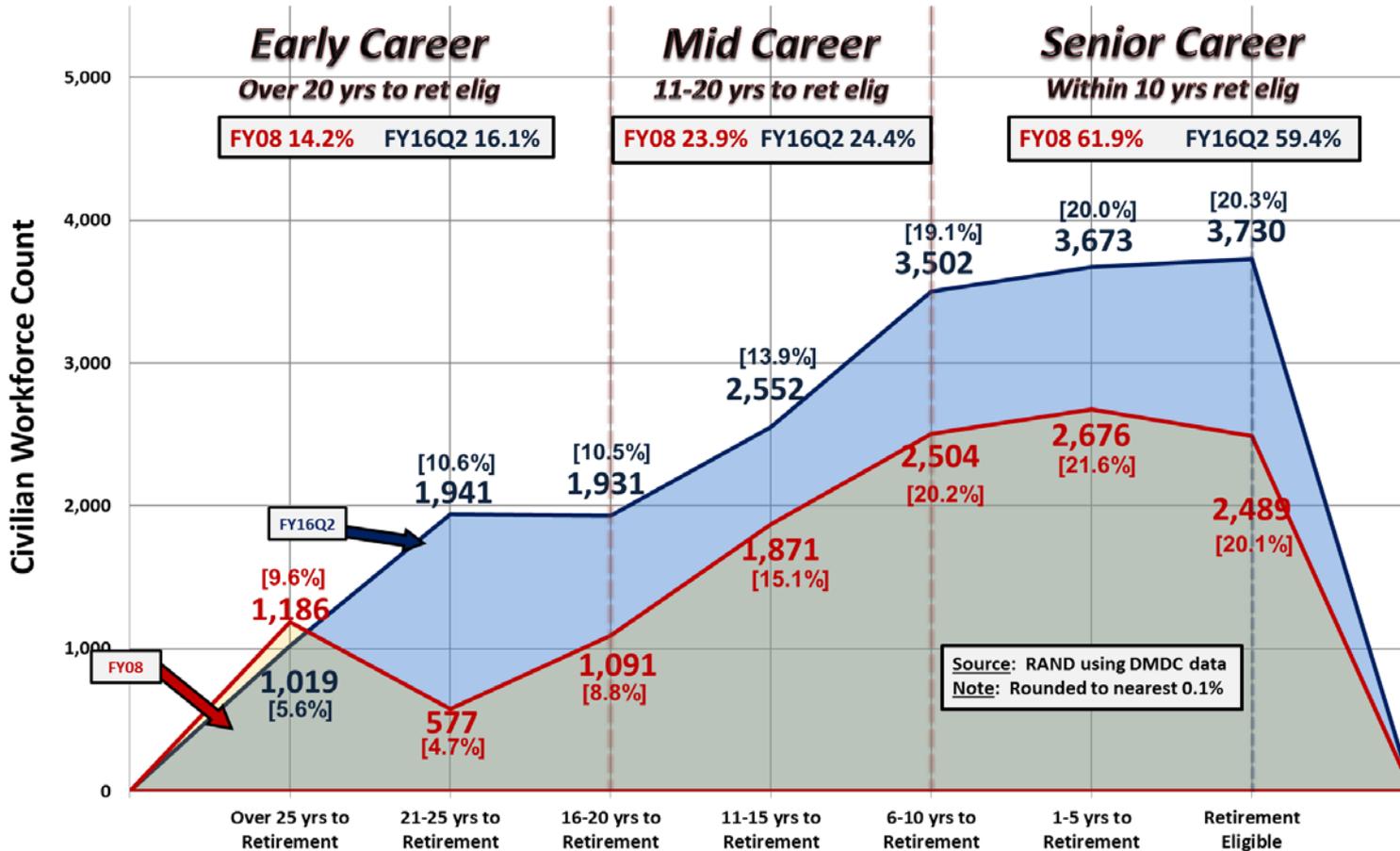
RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides



Logistics Civilian Retirement Eligibility Distribution – FY08 / FY16Q2



Life Cycle Logistics DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs FY16Q2

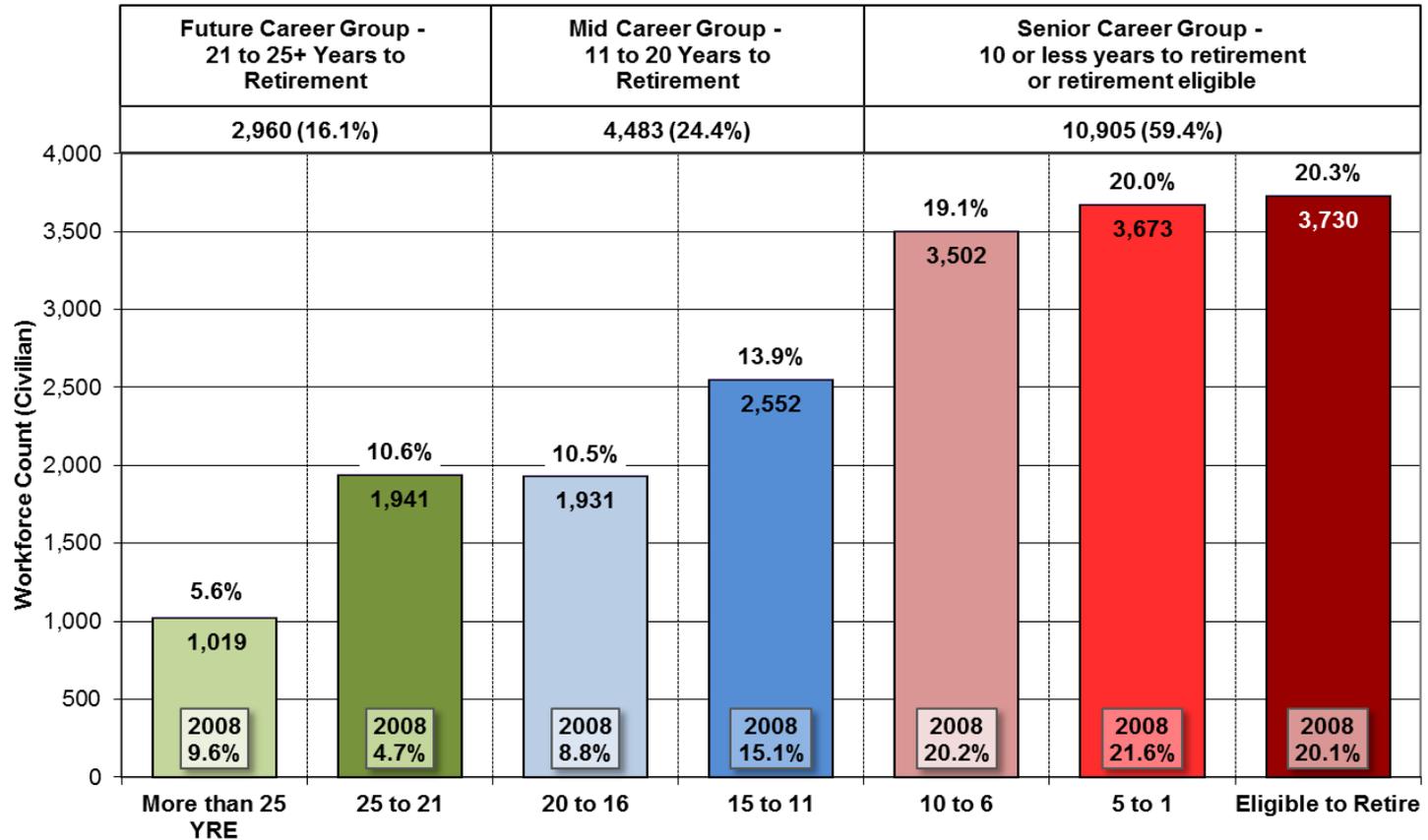


As of FY16Q2 (31 Mar 2016)



Logistics Workforce Lifecycle Model by YRE

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



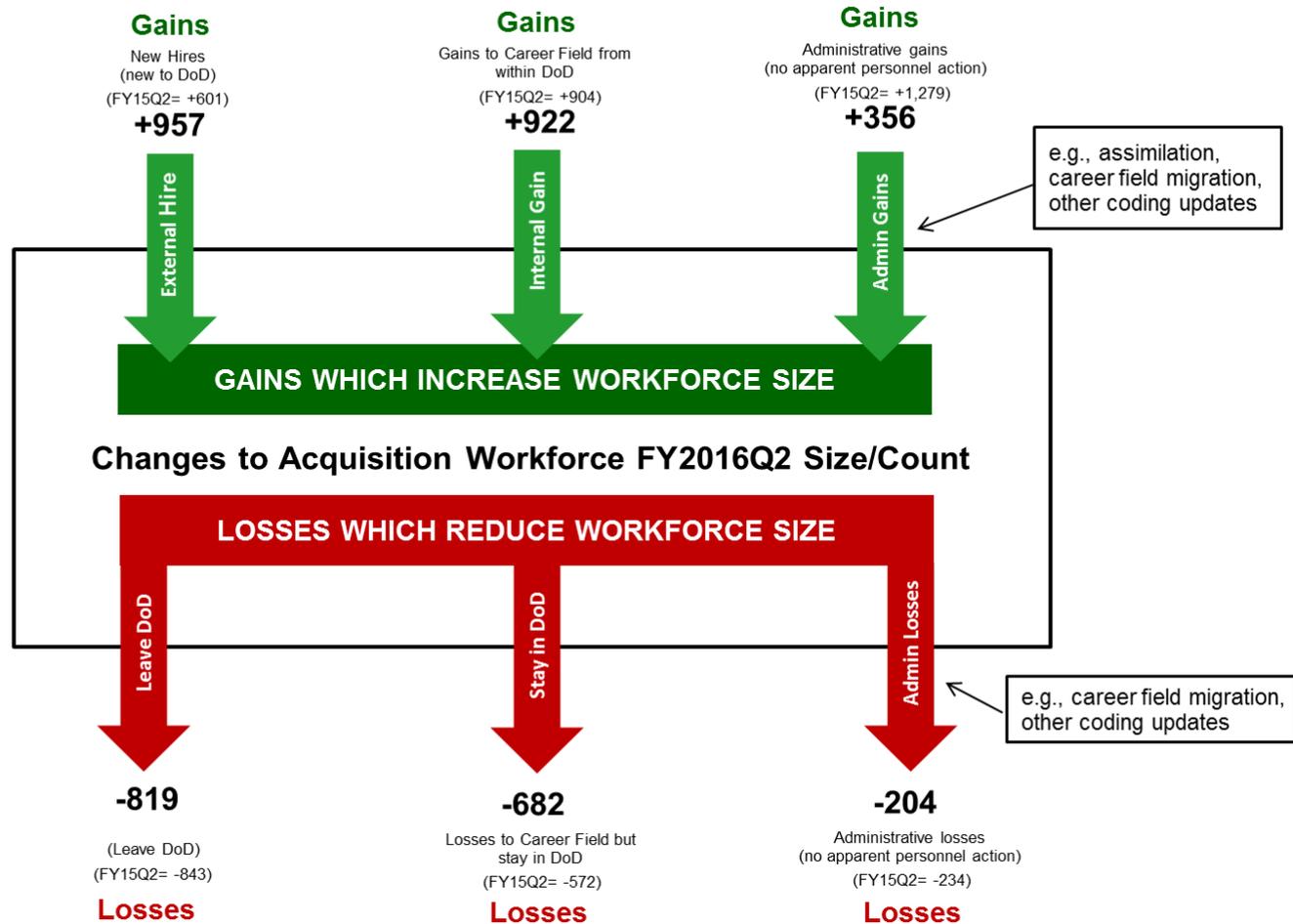
Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2016 (Q1) DMDC data provided by RAND.



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

Defense Acquisition Workforce (Civilian) (FY2016Q2) - Life Cycle Logistics

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



As of FY16Q2 (31 Mar 2016)

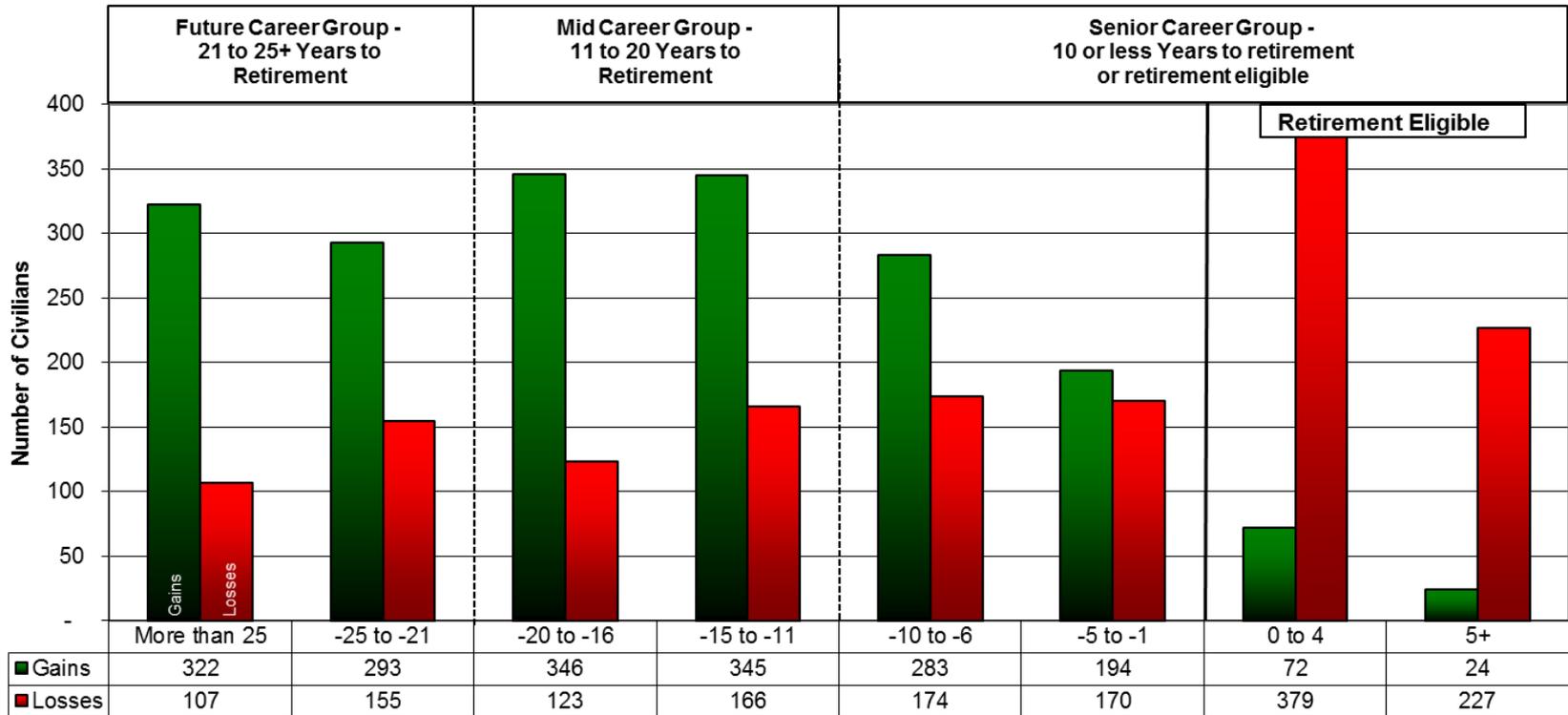


Logistics Gains and Losses by YRE Groups



Defense Acquisition Workforce (Civilian) - LCL

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)

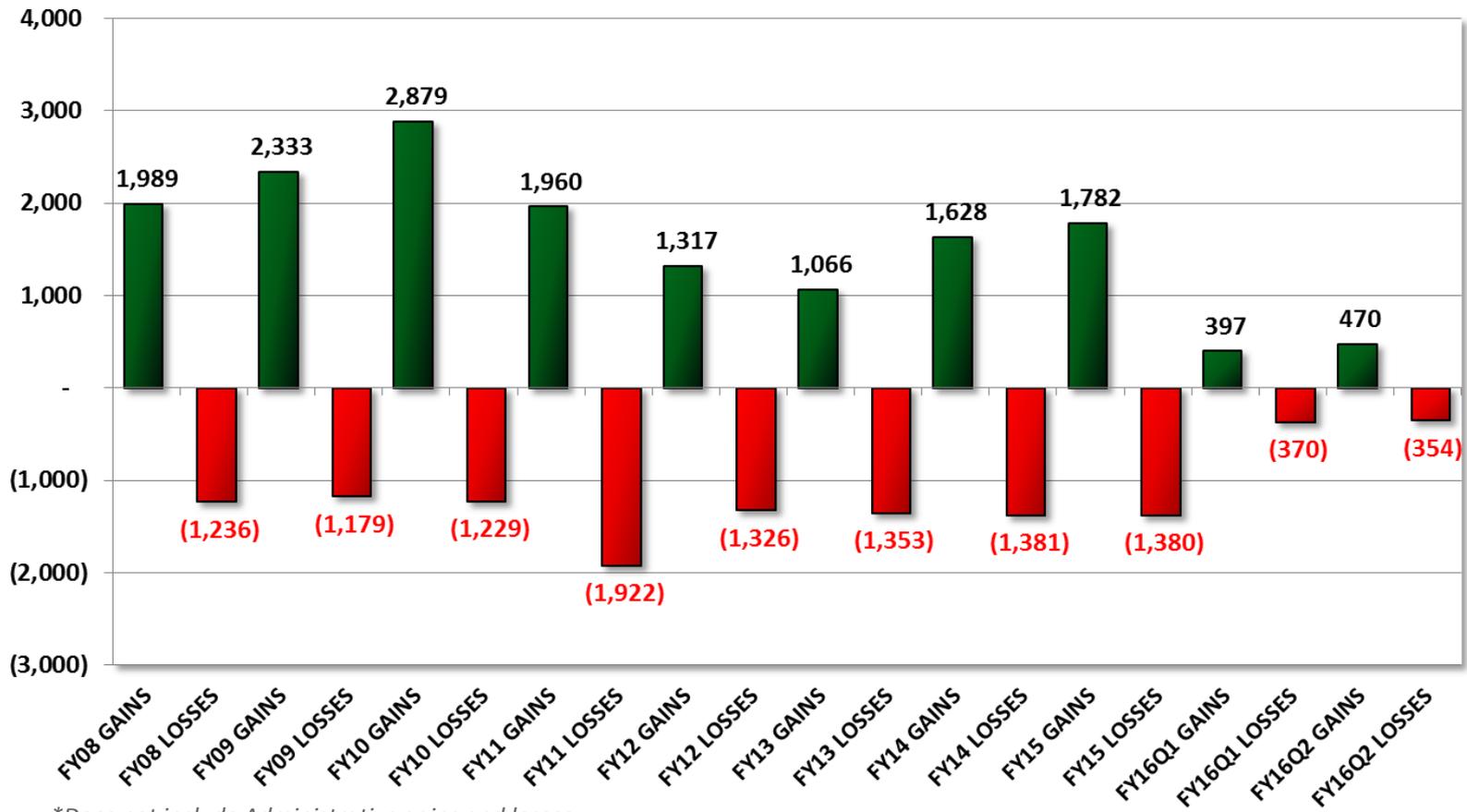
*Does not include administrative gains and losses

As of FY16Q2 (31 Mar 2016)



Logistics

Historical Gains and Losses FY08 – FY16Q2



*Does not include Administrative gains and losses

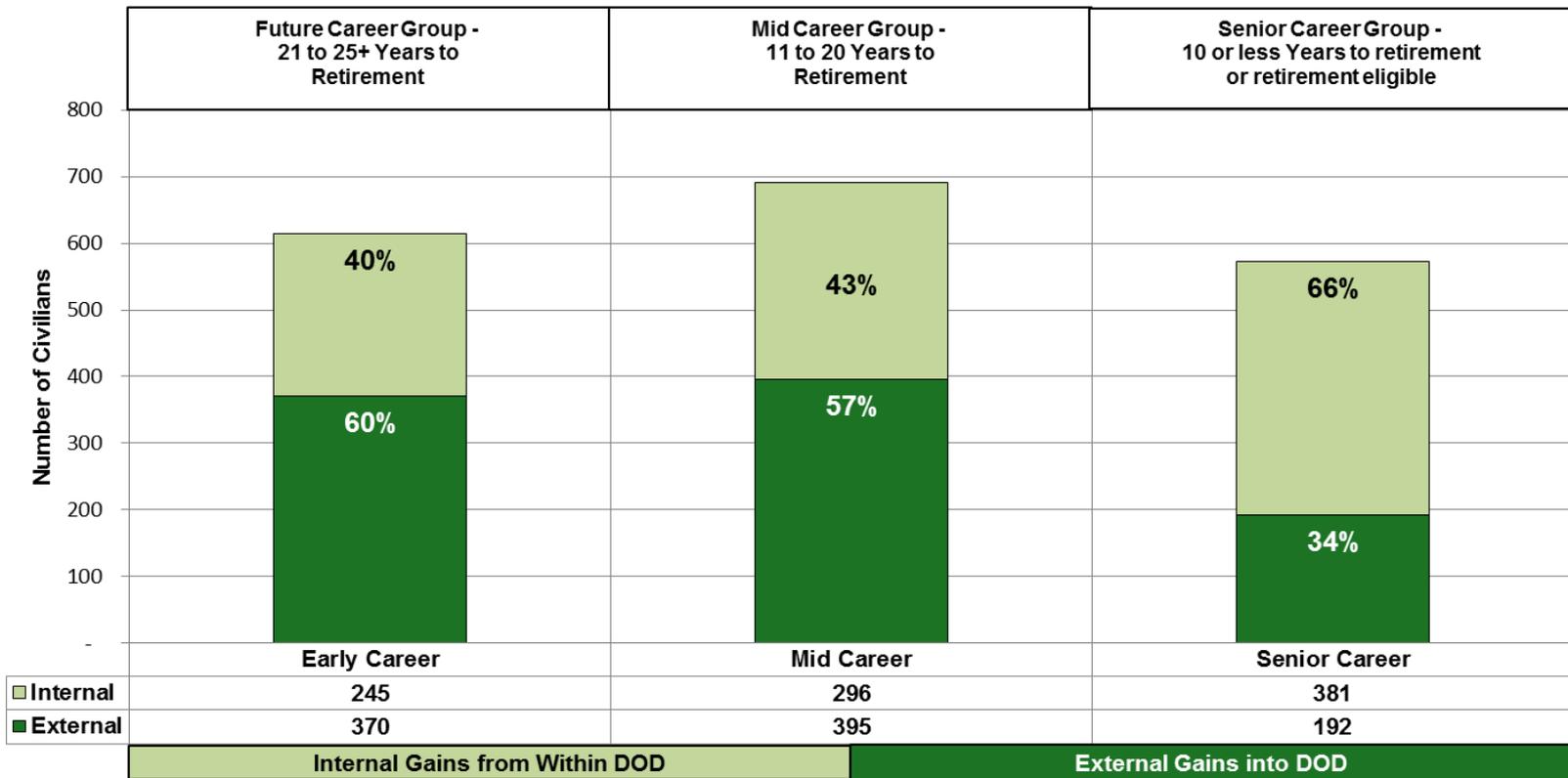
As of FY16Q2 (31 Mar 2016)



Logistics Internal/External Gains % by Career Group



Defense Acquisition Workforce (Civilian) - LCL
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

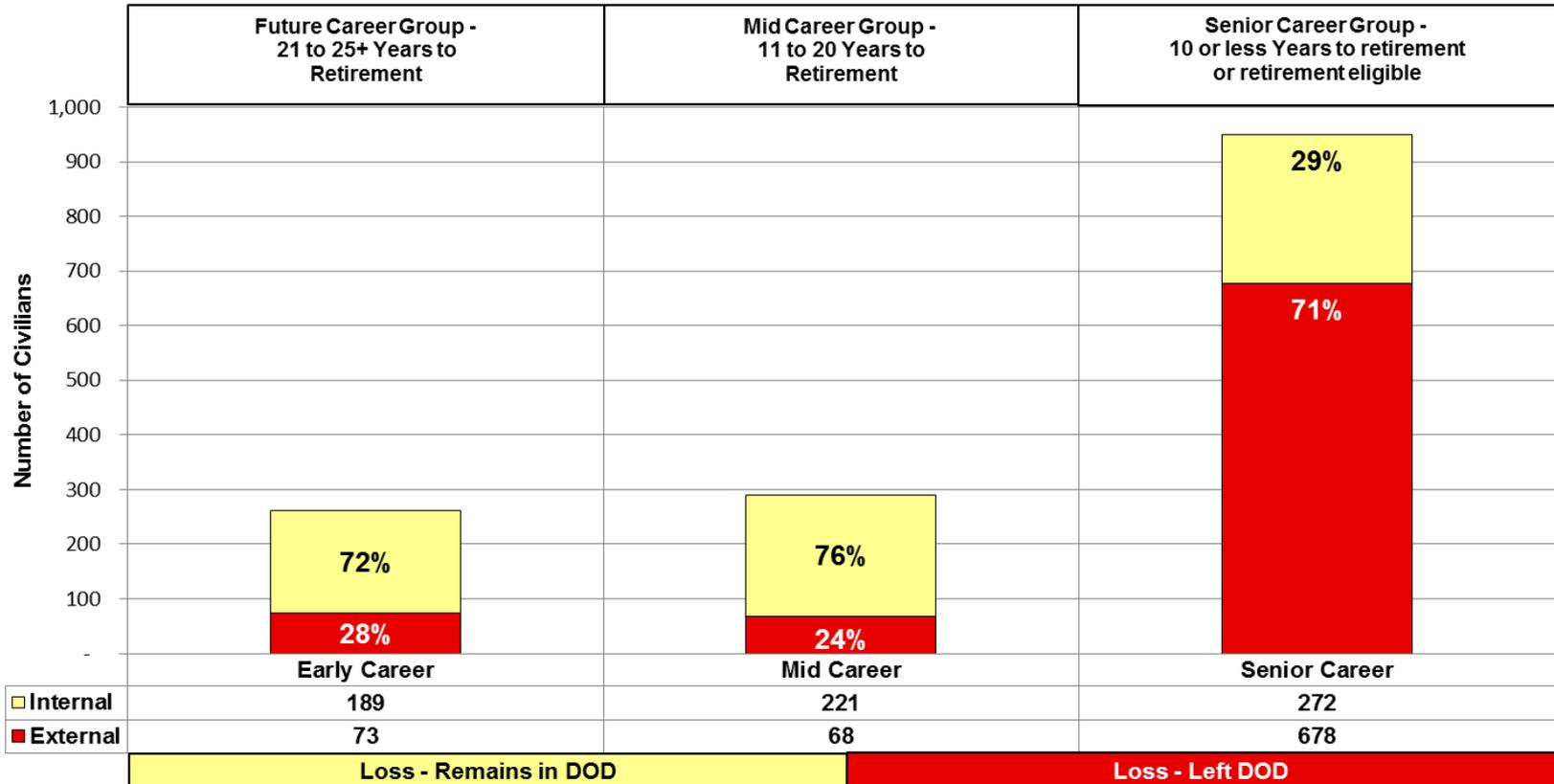


Logistics Internal/External Loss % by Career Group



Defense Acquisition Workforce (Civilian) - LCL

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

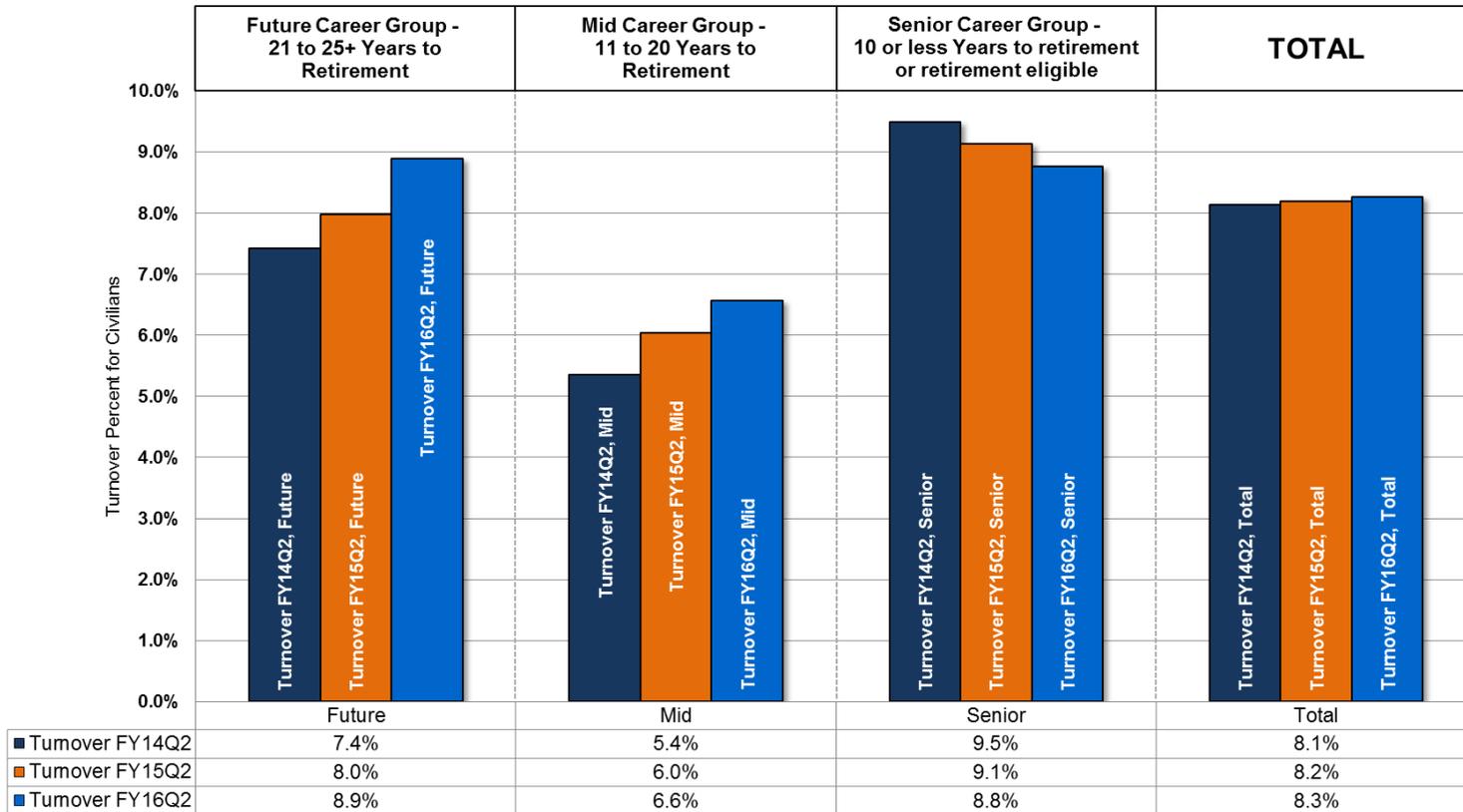
As of FY16Q2 (31 Mar 2016)



Logistics Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

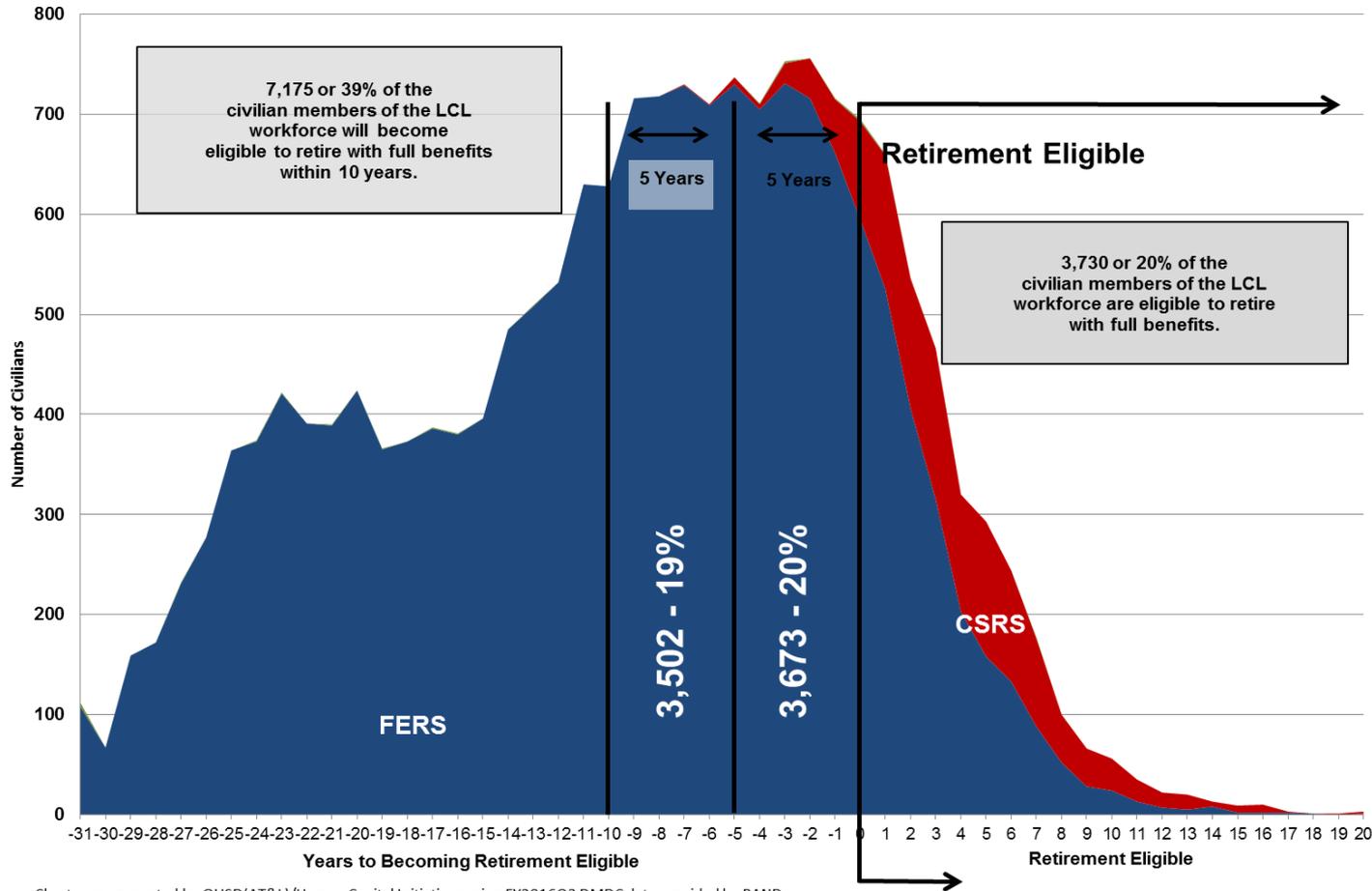


Logistics Civilian Distribution by Years to Retirement Eligibility



Defense Acquisition Workforce - LCL

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