



# Defense Acquisition Workforce Key Information

Program Management  
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)**



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# Fact Sheet



## Human Capital Fact Sheet

Defense Acquisition Workforce Program Management	FY 2008				FY2016Q2			
	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce	PM Civilian (Civ)	PM Military (Mil)	Total PM (Civ+Mil)	Defense Acquisition Workforce
<b>Size &amp; Composition</b>								
Workforce Size	8,070	4,711	12,781	125,879	12,200	4,558	16,758	158,212
Change in size from 2008	-	-	-	-	51%	-3%	31%	26%
Civilian/Military Composition	63%	37%	-	88% / 12%	73%	27%	-	90% / 10%
<b>Educational Attainment</b>								
Bachelor's Degree or Higher	75%	92%	82%	77%	82%	94%	86%	82%
Graduate Degree	37%	62%	46%	29%	49%	73%	56%	39%
<b>Certification</b>								
Level I or Higher Achieved	71%	76%	73%	72%	87%	84%	86%	85%
Level II or Higher Achieved	62%	61%	61%	61%	77%	65%	73%	74%
Level III Achieved	46%	31%	40%	36%	50%	37%	47%	43%
Position Certification Requirement Met or Exceeded	56%	55%	55%	58%	74%	65%	72%	75%
Within 24 Months of Certification Requirement	26%	38%	30%	27%	21%	32%	24%	21%
Does Not Meet Certification Requirement	19%	8%	15%	14%	5%	4%	5%	3%
<b>Planning Considerations</b>								
% Baby Boomer / Traditional Gen.	82%	24%	61%	62%	52%	3%	39%	39%
Average Age	49.8	39.0	45.8	45.7	48.4	37.5	45.4	44.4
Workforce Life-Cycle Model (YRE)* % Future/Mid-Career/Senior	8/26/66(%)	-	-	20/23/57 (%)(Civ)	13/26/62(%)	-	-	28/29/43(%)
Average Years of Service	19.0	15.5	17.7	17.3	15.4	15.5	15.4	15.0
Retirement Eligible*	1,470(18%)	-	-	19,051(17%) (Civ)	2,367(19%)	-	-	26,669(19%)
Retirement Eligible w/in 5 Years*	1,854(23%)	-	-	21,315(19%) (Civ)	2,724(22%)	-	-	25,977(18%)
Total Gains/Losses*	2,179/1,993	-	-	14,245/15,030 (Civ)	1,845/1,343	-	-	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 (FY16Q1)

- The current Program Management Defense Acquisition Workforce count is 16,758, up from 12,781 in FY08, a total increase of 3,977
- The Program Management Defense Acquisition Workforce count was at its highest point (16,758) in FY16Q2, and its lowest point (12,282) in FY05
- The Agencies with the largest increases, since FY08, are NAVY, AIR FORCE, and MDA, with increases of 2,250 (56%), 1,387 (34%), and 207 (152%), respectively
- The Agencies with the largest decreases, since FY08, are ARMY, DoD HRA, and WHS, with decreases of 475 (-13%), 6 (-60%), and 4 (-80%), respectively.

## Defense Acquisition Workforce DAWIA Certification Highlights (FY16Q1)

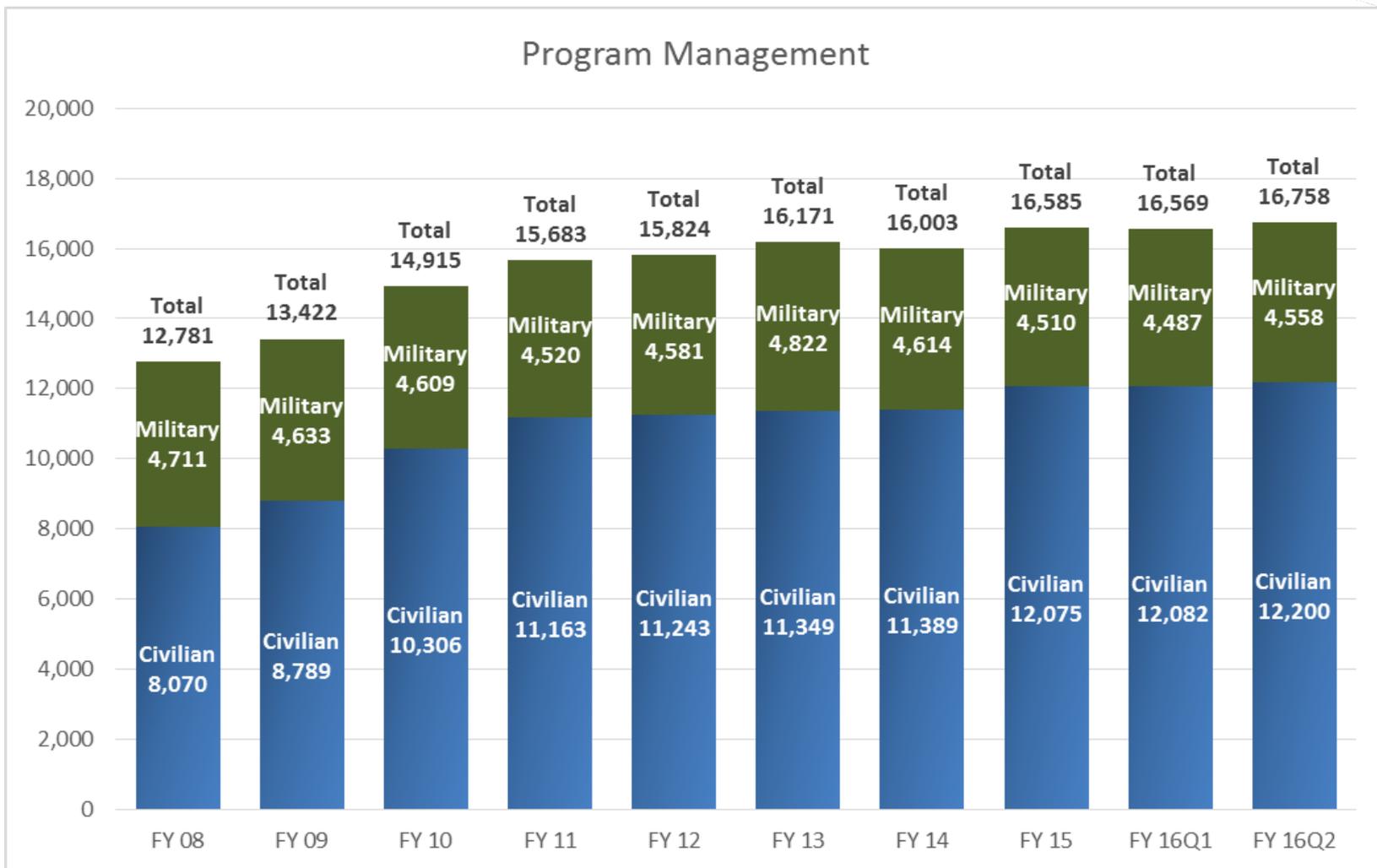
- The current Program Management Defense Acquisition Workforce DAWIA Meets/Exceeds certification rate is 71.9%; up from 55.2% in FY08
- The current Program Management Meets/Exceeds certification rate is up 16.7% from FY08
- The current Program Management Defense Acquisition Workforce DAWIA 24 month grace period rate is 23.5%; down from 30.3% in FY08
- The current Program Management Defense Acquisition Workforce DAWIA Does Not Meet certification rate is 4.6%; down from 14.5% in FY08

## Defense Acquisition Workforce Retirement Eligibility Highlights (FY15Q4)

- Senior Career Group 61.5% (7,487) (10 years or less to retirement eligibility or retirement eligible)
- 19.4% (2,367) are currently eligible to retire, up from 18.2% in FY08
- Mid Career Group 25.8% (3,144) (11 to 20 years to retirement), 25.8% in FY08
- Early Career Group 12.6% (1,539) (21 to 25+ years to retirement), ↑ from 7.9% in FY08

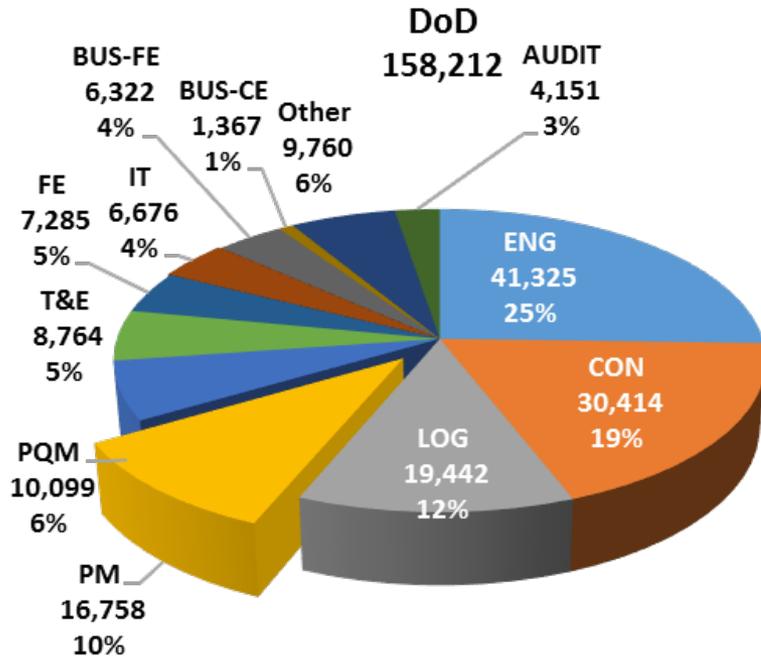


# Total Historic Workforce





# AWF by Component and Career Field



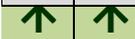
AWF Count by Career Category FY16Q2	Army	DoN	Air Force	4th Estate	Totals	% Total
Auditing	-	-	-	4,151	4,151	2.6%
Business - CE	245	572	467	83	1,367	0.9%
Business - FM	1,705	2,053	1,965	599	6,322	4.0%
Contracting	7,955	6,250	8,407	7,802	30,414	19.2%
Engineering	9,063	21,243	8,949	2,070	41,325	26.1%
Facilities 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%
<b>FY16Q2 Totals (as of 3-31-2016)</b>	<b>36,562</b>	<b>58,575</b>	<b>36,076</b>	<b>26,999</b>	<b>158,212</b>	
<b>Component %</b>	<b>23.1%</b>	<b>37.0%</b>	<b>22.8%</b>	<b>17.1%</b>		



# Program Management Workforce Historical Size by Agency FY05 – FY16Q2



Program Management	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13	FY14	FY15	FY16Q2	% Change Since FY08	% Change Since FY15
<b>Defense Acq Workforce</b>														
ARMY	3,783	4,473	4,117	3,690	3,452	3,438	3,491	3,336	3,378	3,263	3,281	3,215	-13%	-2%
DoN	3,550	3,627	3,699	4,085	4,598	5,258	5,601	5,793	5,939	5,949	6,335	6,381	56%	1%
AIR FORCE	4,439	3,958	3,936	4,105	4,461	5,026	5,361	5,357	5,438	5,242	5,366	5,492	34%	2%
DCMA	254	267	293	309	334	342	337	341	386	388	393	377	22%	-4%
DLA	15	6	76	16	7	10	10	40	55	88	113	142	788%	26%
DCAA	-	-	-	-	1	1	1	1	1	-	-	-		
MDA	85	98	103	136	150	253	287	304	341	339	349	343	152%	-2%
DISA	26	70	96	122	81	134	151	146	154	242	231	259	112%	12%
DHA	2	11	3	26	31	78	119	93	90	91	74	75	188%	1%
DTRA	10	77	67	79	75	89	108	131	132	133	138	134	70%	-3%
DAU	75	92	-	91	125	148	149	168	138	139	165	157	73%	-5%
<b>National Reconnaissance Office</b>														
OSD	31	28	16	42	30	42	53	68	66	70	79	77	83%	-3%
JCS	-	1	-	1	1	-	1	36	38	32	29	28	2700%	-3%
DeCA	1	1	1	1	1	1	1	1	2	5	4	4	300%	0%
WHS	7	6	2	5	1	1	1	1	-	-	1	1	-80%	0%
DFAS	2	59	-	1	-	-	-	-	-	1	1	5	400%	400%
DoDEA	-	-	1	-	-	-	-	-	-	-	-	-		
DMEA	-	-	-	-	1	1	-	-	-	-	-	-		
DoD HRA	-	-	4	10	-	-	1	1	1	1	1	4	-60%	300%
TRMC	-	-	-	-	-	-	-	-	-	1	1	1		0%
DSCA	-	-	5	5	1	2	1	-	2	3	3	-	-100%	-100%
DMA	-	-	-	-	-	-	-	-	-	-	-	-		
DSS	-	-	-	1	-	-	-	-	-	-	-	-	-100%	
DTIC	-	-	-	-	-	-	-	3	7	12	16	17		6%
DARPA	-	-	2	-	-	-	-	-	-	-	-	-		
NDU	-	-	-	6	-	2	4	4	3	4	5	4		
<b>Uniformed Services University of The Health Sciences</b>														
IG	-	-	-	-	-	-	-	-	-	-	-	-		
<b>Defense POW/MIA Accounting Agency</b>														
ASD	-	-	-	-	3	5	4	-	-	-	-	-		
4th Estate Other	2	1	6	50	69	84	2	-	-	-	-	-		
<b>TOTAL</b>	<b>12,282</b>	<b>12,775</b>	<b>12,427</b>	<b>12,781</b>	<b>13,422</b>	<b>14,915</b>	<b>15,683</b>	<b>15,824</b>	<b>16,171</b>	<b>16,003</b>	<b>16,585</b>	<b>16,758</b>	<b>31.1%</b>	<b>1.0%</b>



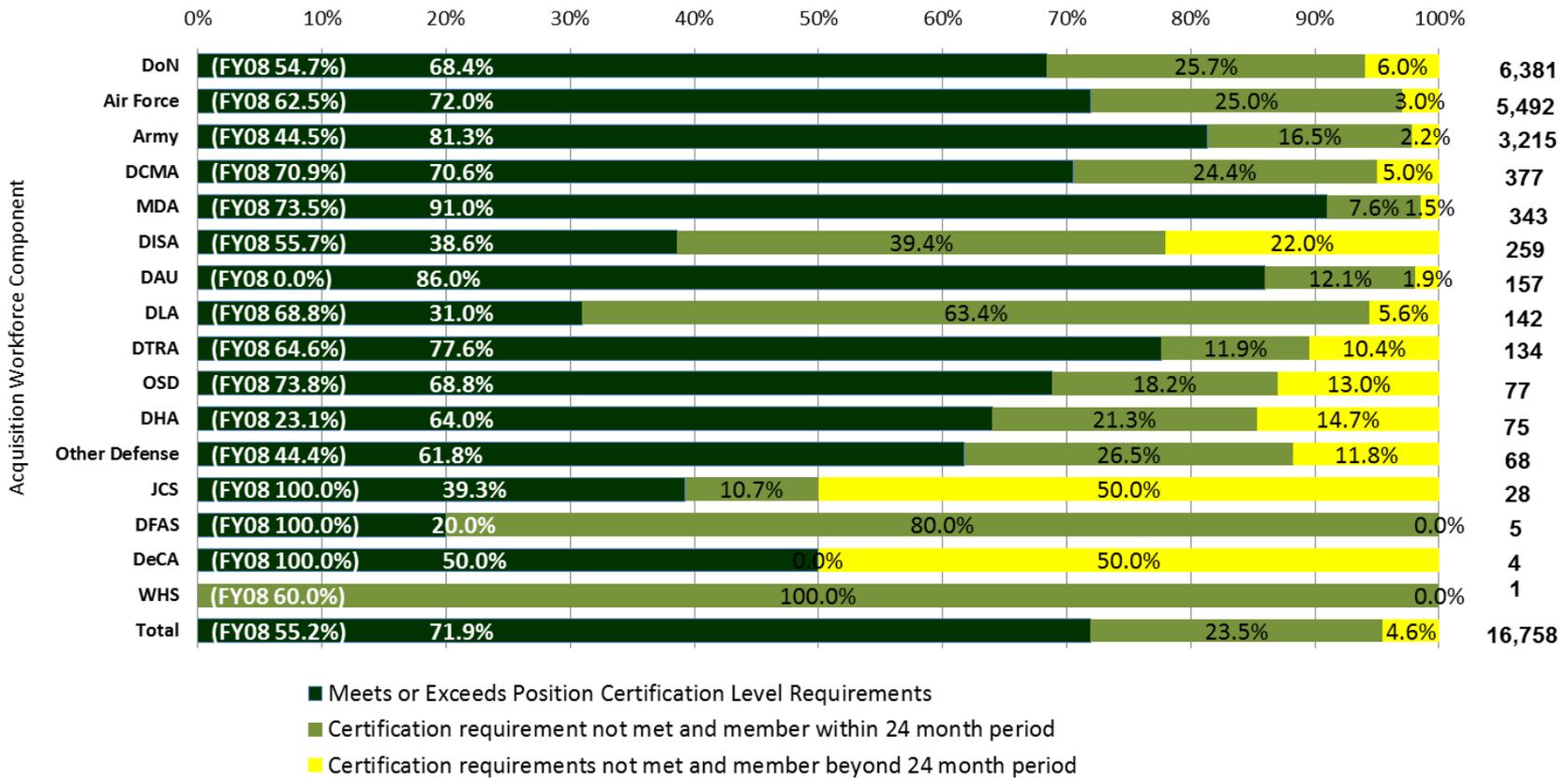
31.1% 1.0%



# Program Management DAWIA Certification by Component



## Certification Level "Meet/Exceed" Rates by Component Program Management (FY16Q2)

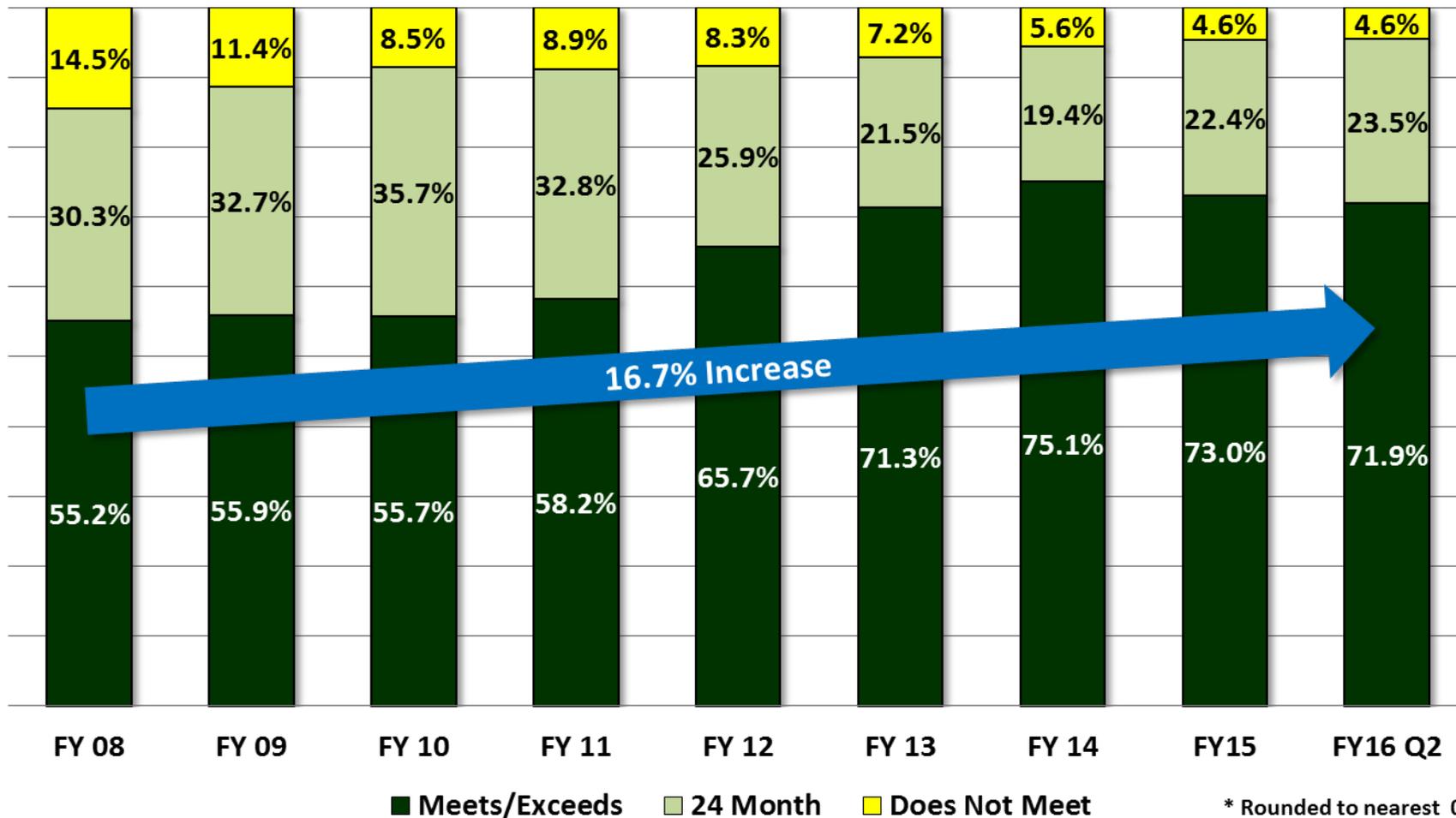




# Program Management Historical DAWIA Certification FY08 – FY16Q2



## Program Management





# Program Management DAWIA Certification Matrix + Bench Strength



Program Management	Achieved Certification Level				FY16Q2 TOTAL	% Meets Certification Requirement
Required Certification Level	No Level Achieved	Level I	Level II	Level III		
Level I	566	520	280	51	1,417	60.1%
Level II	1,053	1,119	3,431	1,130	6,733	67.7%
Level III	669	536	743	6,629	8,577	77.3%
Unspecified	7	7	10	7	31	
<b>FY16Q2 TOTAL</b>	<b>2,295</b>	<b>2,182</b>	<b>4,464</b>	<b>7,817</b>	<b>16,758</b>	<b>71.9%</b>
	13.7%	13.0%	26.6%	46.6%		

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%	
Program M	1,461	8.7%	8 of 13

\*\* Based on population total without unspecified positions

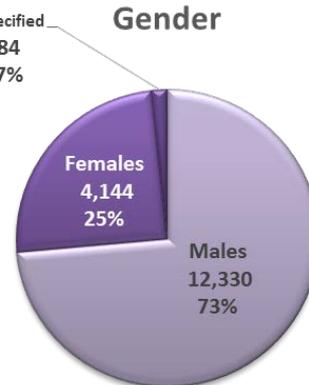
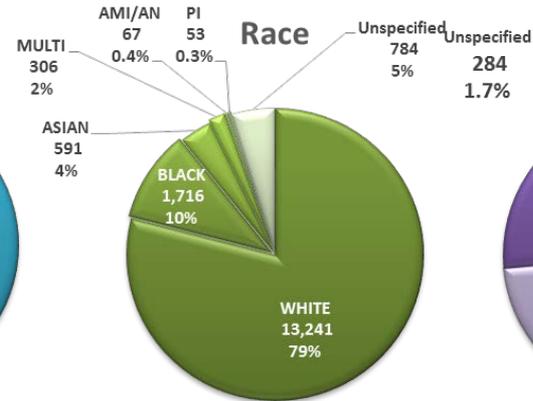
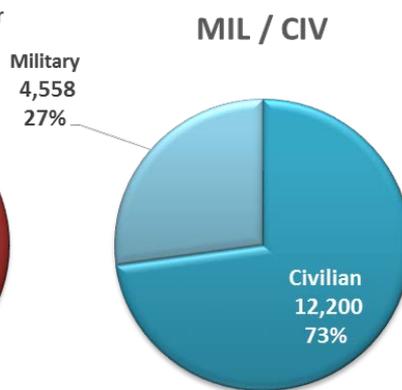
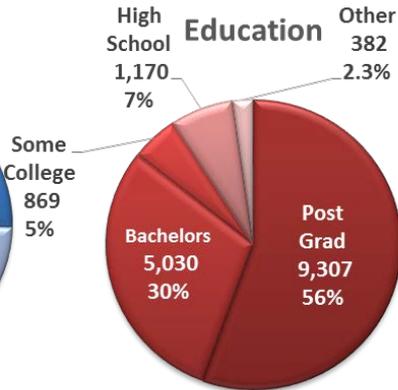
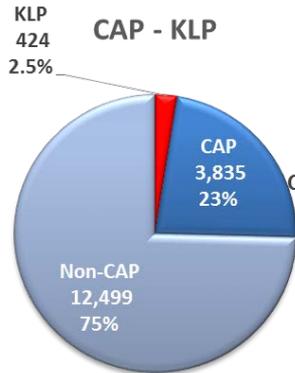
Certification Requirement	Meets	Within 24 Months	Does Not Meet	DAW TOTAL	
Level I	851	547	19	1,417	8.5%
Level II	4,561	1,926	246	6,733	40.2%
Level III	6,629	1,448	500	8,577	51.2%
Unspecified	7	22	2	31	0.2%
<b>Program Management TOTAL</b>	<b>12,048</b>	<b>3,943</b>	<b>767</b>	<b>16,758</b>	
	71.9%	23.5%	4.6%		

  = Compliance  
  = Exceeds Requirements

\* NOTE: Rounded to nearest 0.1%



# Program Management Demographics



Occupied Position Type	PM TOTAL	Entire DAW
Key Leadership Positions (KLPs)	424 2.5%	1,128 0.7%
Critical Acquisition Positions (CAPs) *	3,835 22.9%	15,701 9.9%
Non-CAP Positions	12,499 74.6%	141,383 89.4%
<b>TOTAL</b>	<b>16,758</b>	<b>158,212</b>

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

Highest Level of Education	PM TOTAL	Entire DAW
Post Grad	9,307 55.5%	61,428 38.8%
Bachelors	5,030 30.0%	69,007 43.6%
Some College	869 5.2%	11,791 7.5%
High School	1,170 7.0%	12,464 7.9%
Other	382 2.3%	3,522 2.2%
<b>TOTAL</b>	<b>16,758</b>	<b>158,212</b>

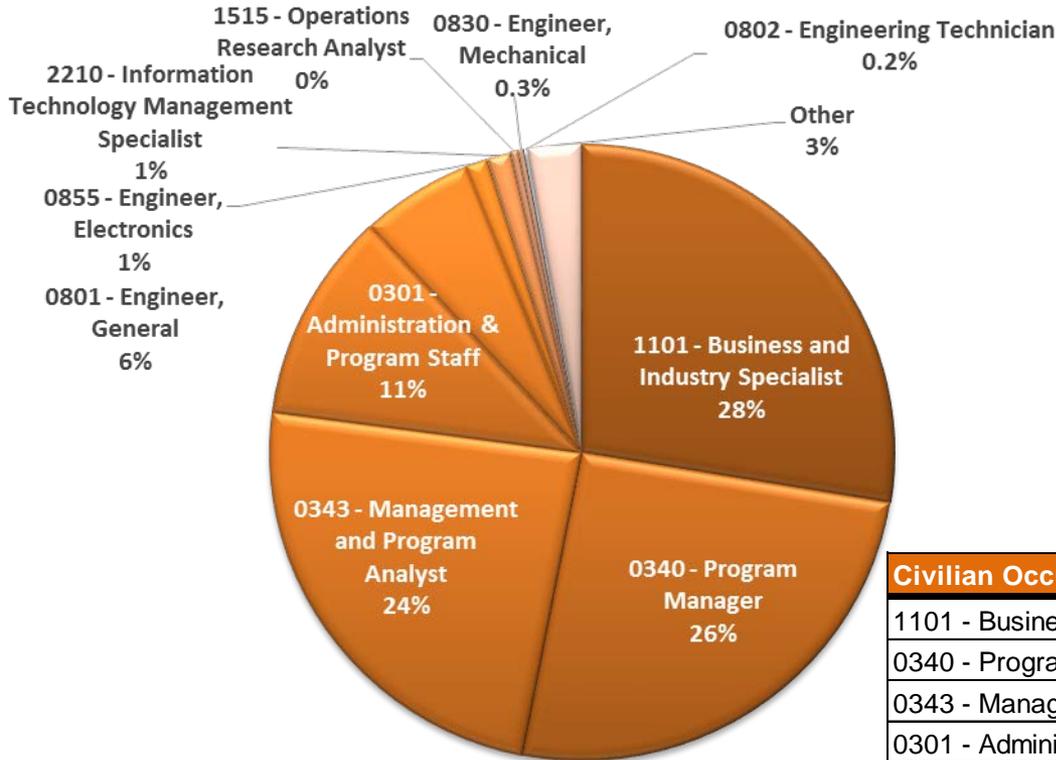
Military / Civilian	PM TOTAL	Entire DAW
Civilian	12,200 72.8%	142,728 90.2%
Military	4,558 27.2%	15,484 9.8%
<b>TOTAL</b>	<b>16,758</b>	<b>158,212</b>

Race	PM TOTAL	Entire DAW
White	13,241 79.0%	116,320 73.5%
Black	1,716 10.2%	18,633 11.8%
Asian	591 3.5%	10,154 6.4%
Multi	306 1.8%	3,381 2.1%
AMI/AN	67 0.4%	844 0.5%
PI	53 0.3%	748 0.5%
Unspecified	784 4.7%	8,132 5.1%
<b>TOTAL</b>	<b>16,758</b>	<b>158,212</b>

Gender	PM TOTAL	Entire DAW
Males	12,330 73.6%	110,062 69.6%
Females	4,144 24.7%	45,274 28.6%
Unspecified	284 1.7%	2,876 1.8%
<b>TOTAL</b>	<b>16,758</b>	<b>158,212</b>



# Program Management Size by Occupational Series

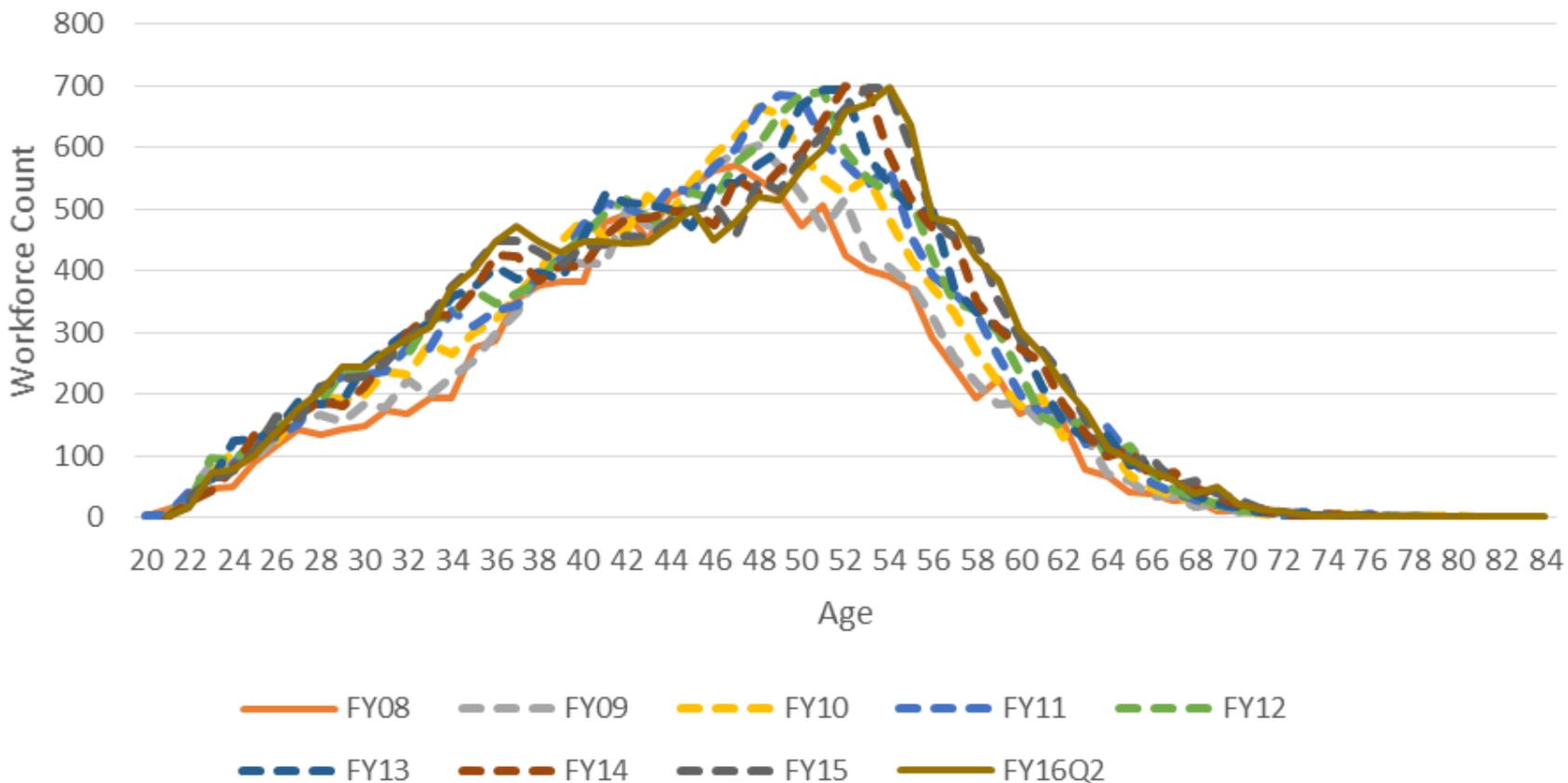


Civilian Occupational Series	PM TOTAL	
1101 - Business and Industry Specialist	3,367	27.6%
0340 - Program Manager	3,108	25.5%
0343 - Management and Program Analyst	2,931	24.0%
0301 - Administration & Program Staff	1,344	11.02%
0801 - Engineer, General	710	5.82%
0855 - Engineer, Electronics	142	1.16%
2210 - Information Technology Management Specialist	151	1.24%
1515 - Operations Research Analyst	49	0.40%
0830 - Engineer, Mechanical	35	0.29%
0802 - Engineering Technician	24	0.20%
Other	339	2.78%
<b>TOTAL CIVILIAN</b>	<b>12,200</b>	<b>Civilians</b>



# Age Demographics

## Program Management Age Demographics





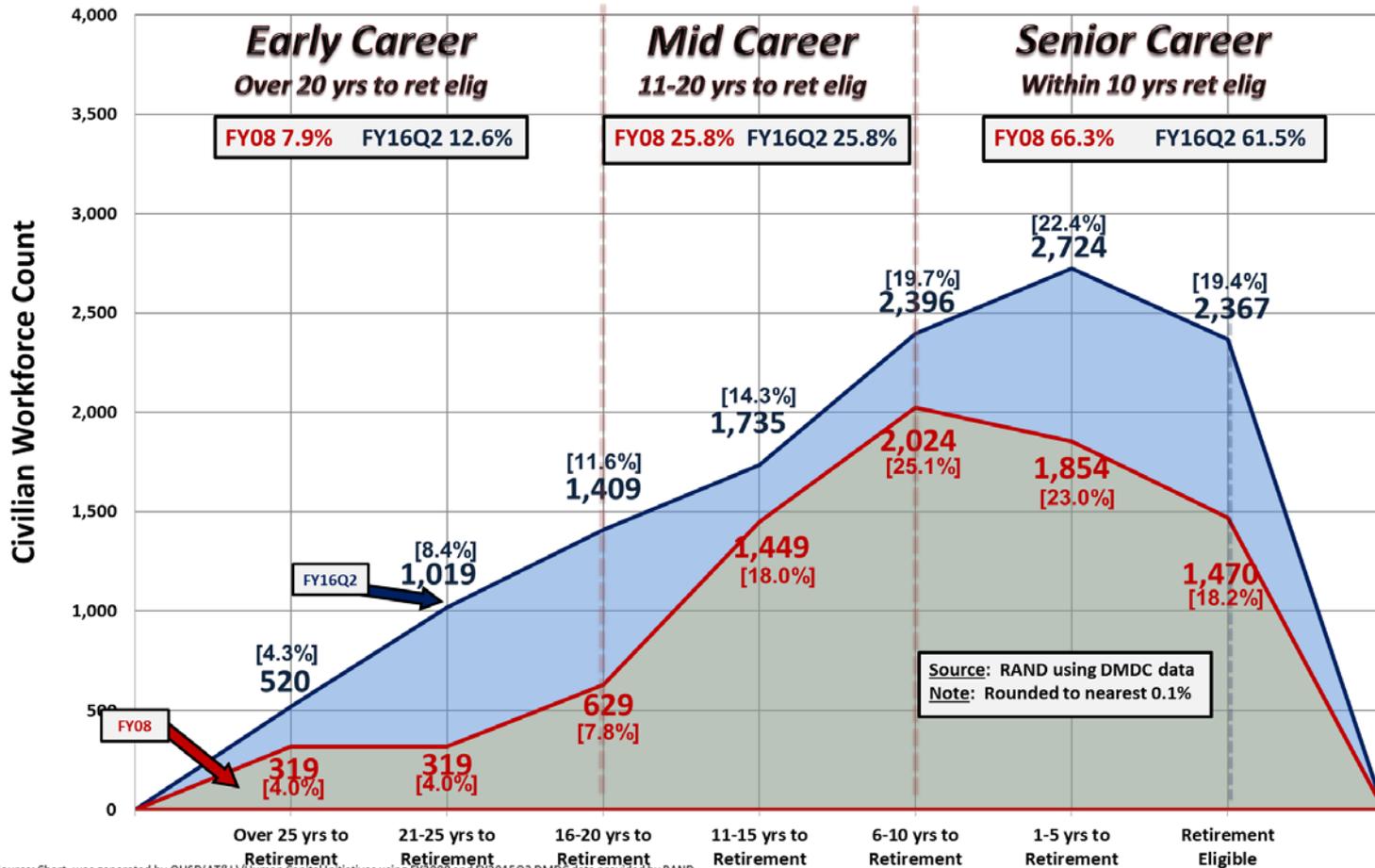
# **RAND NDRI Forces and Resources Policy Center Data Retirement / Loss Slides**



# Program Management Civilian Retirement Eligibility Distribution – FY08 / FY16Q2



Program Mgmt. DAW - Civilian Ret. Eligibility Distrib. - End-FY08 vs End-FY16Q2



Source: Chart was generated by OUSD(AT&L)/Human Capital Initiatives using FY2008 and FY2015Q2 DMDC data provided by RAND.

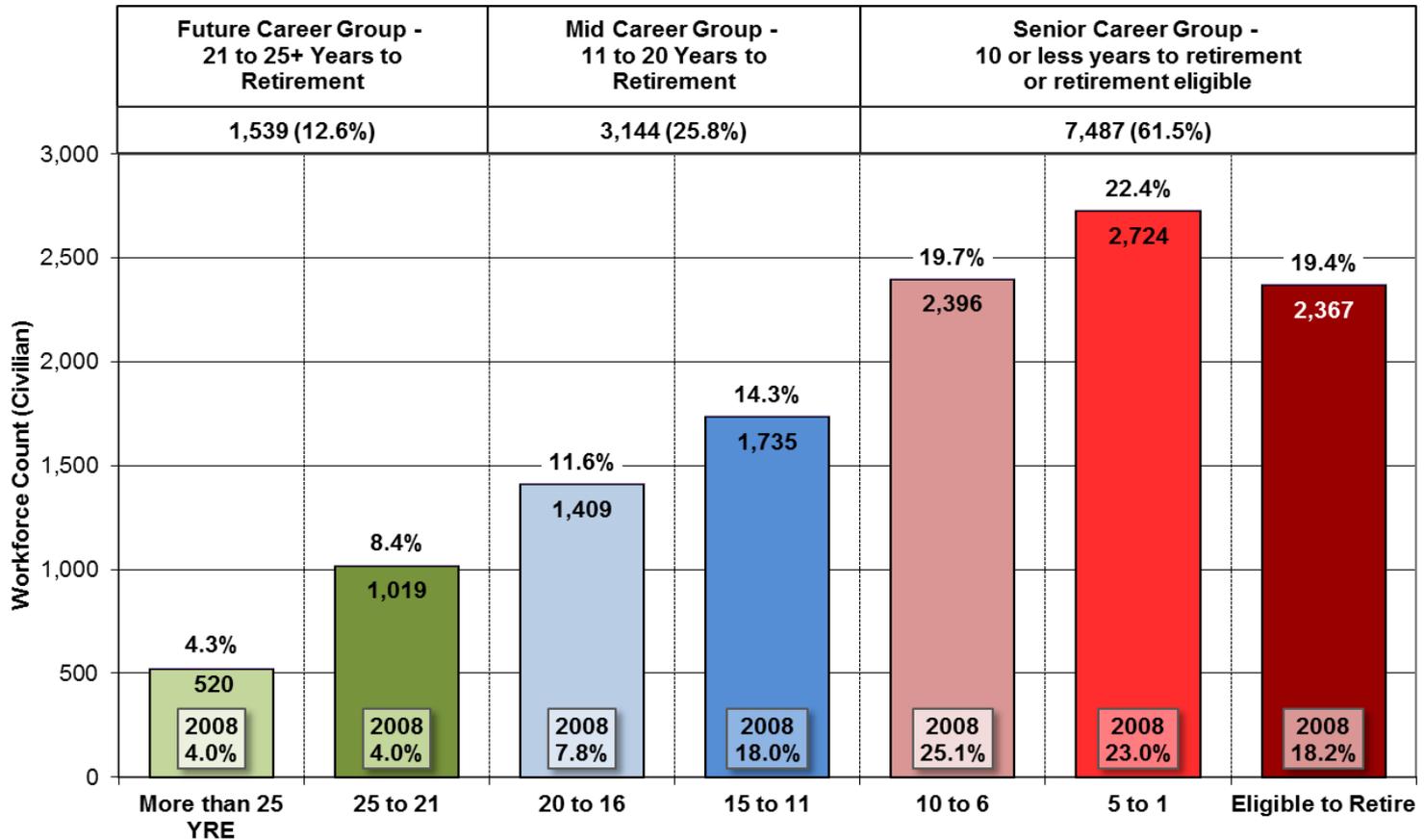
As of FY16Q2 (31 Mar 2016)



# Program Management Workforce Lifecycle Model by YRE



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



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

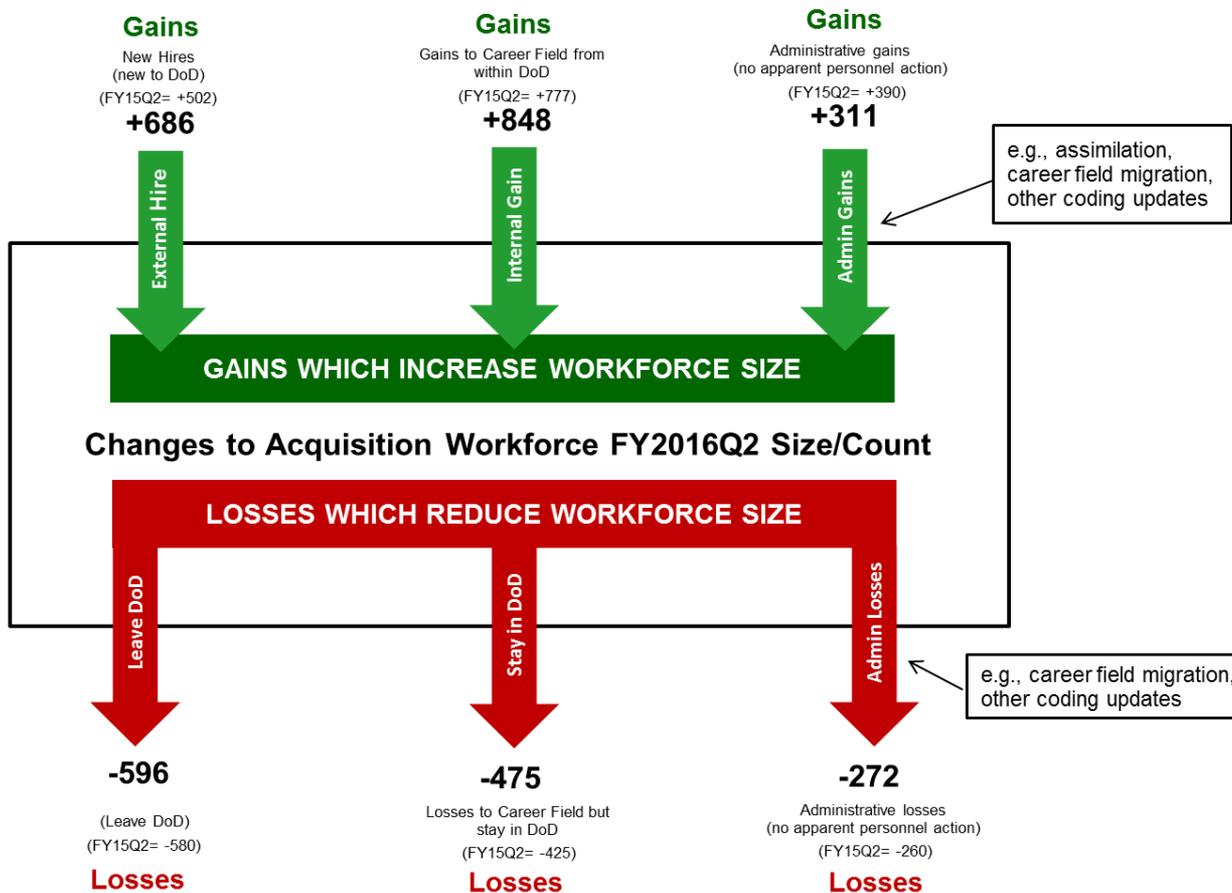
As of FY16Q2 (31 Mar 2016)



# Program Management Gains/Losses – New Hires Internal/External, Administrative

## Defense Acquisition Workforce (Civilian) (FY2016Q2) - Program Management

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



As of FY16Q2 (31 Mar 2016)

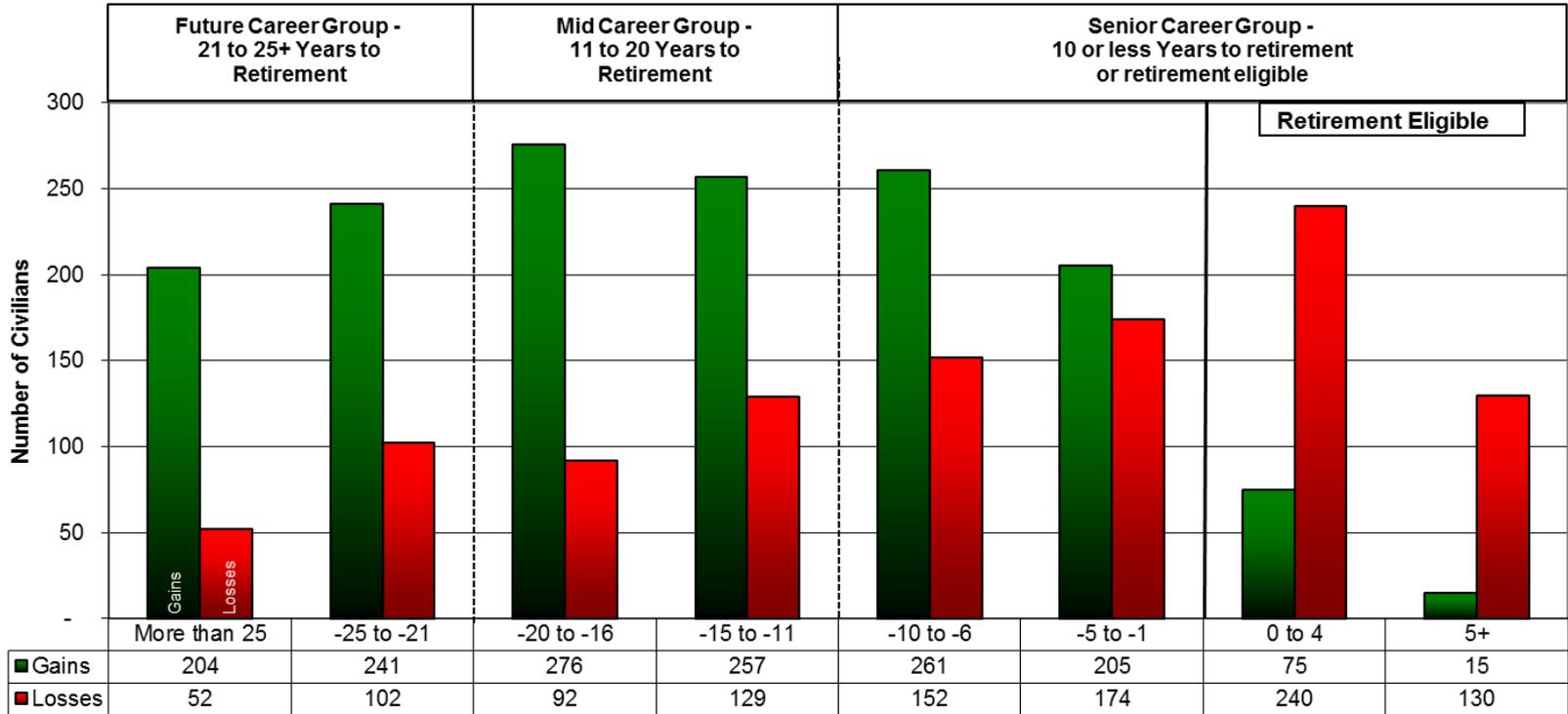


# Program Management Gains and Losses by YRE Groups



## Defense Acquisition Workforce (Civilian) - PM

Workforce Lifecycle FY2016Q2 Gains & Losses\*



Career Lifecycle by Years to Retirement Eligibility

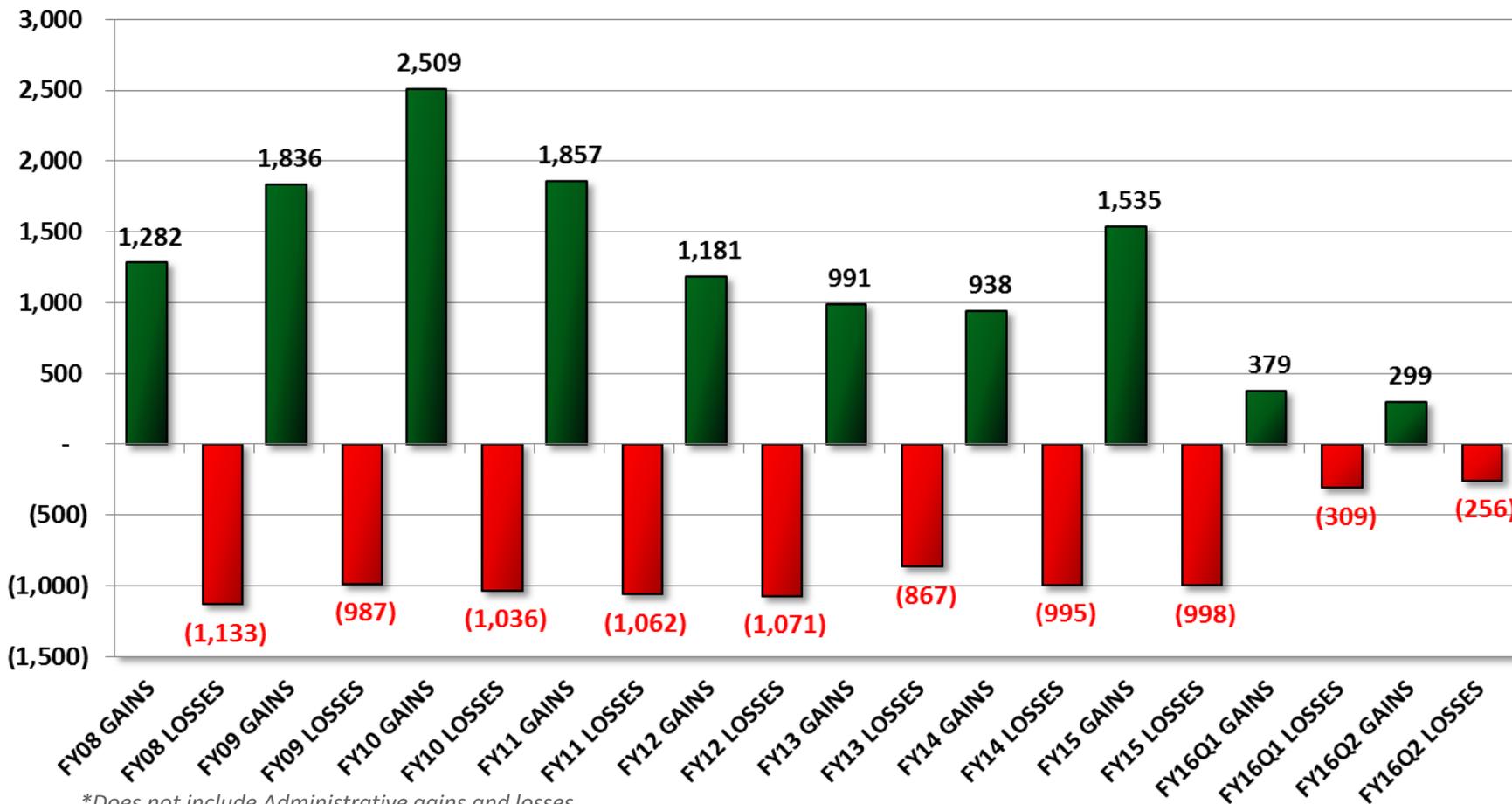
Source: RAND NDRI Forces and Resources Policy Center analysis using DMDC data (FY2016Q2 and Previous FY Data)

\*Does not include administrative gains and losses

As of FY16Q2 (31 Mar 2016)



# Program Management Historical Gains and Losses FY08 – FY16Q2



As of FY16Q2 (31 Mar 2016)

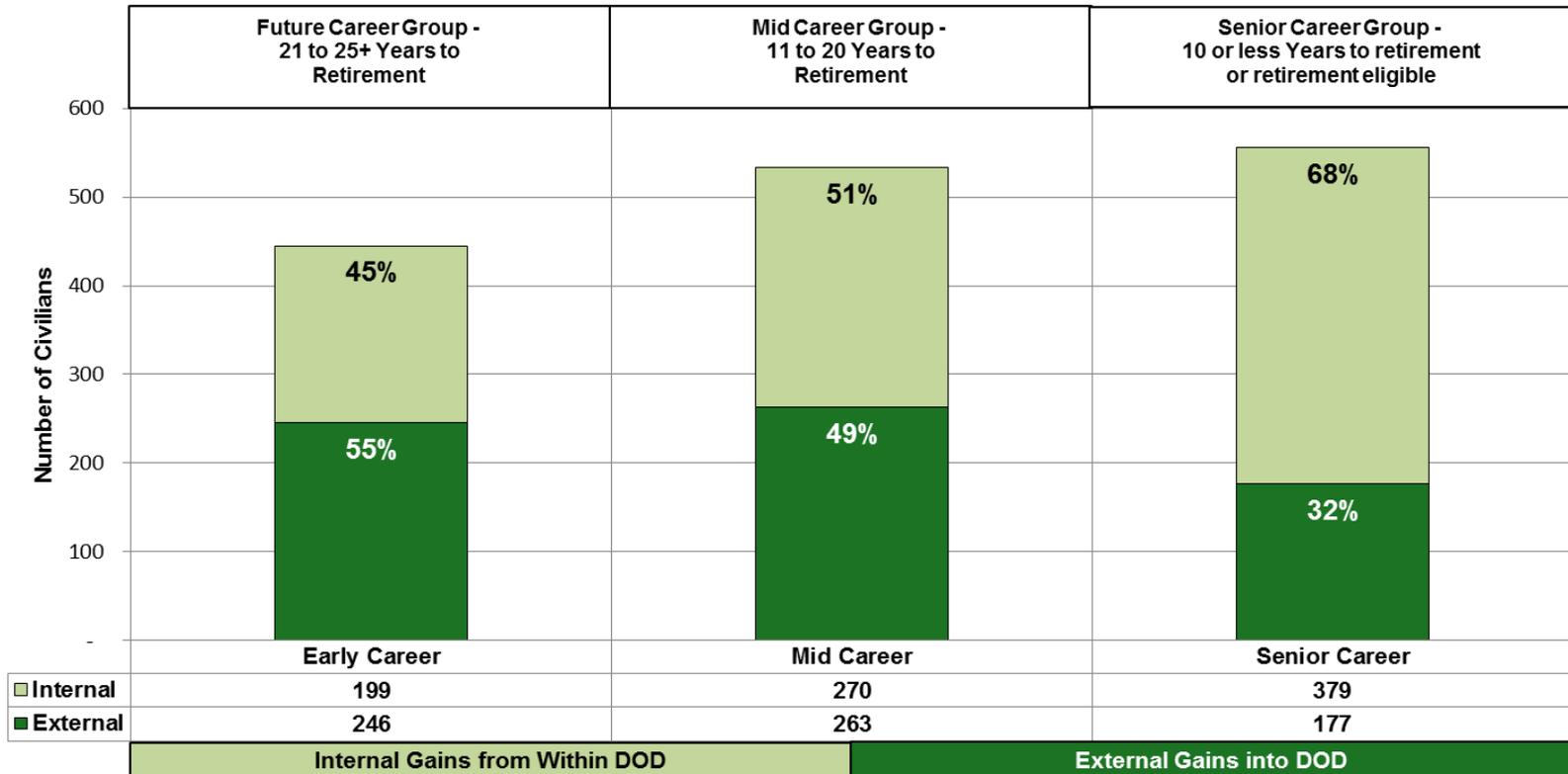


# Program Management Internal/External Gains % by Career Group



## Defense Acquisition Workforce (Civilian) - PM

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

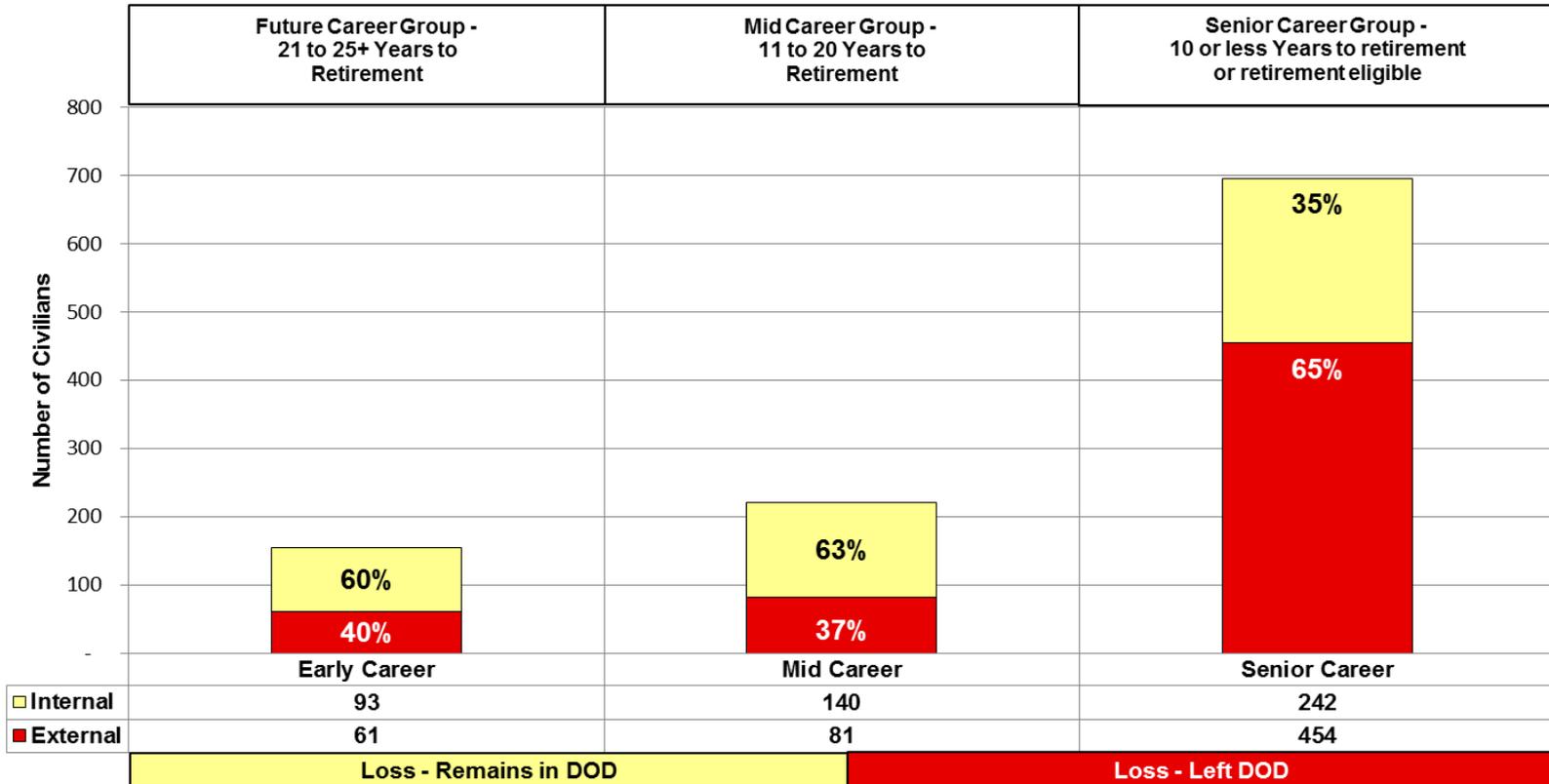


# Program Management Internal/External Loss % by Career Group



## Defense Acquisition Workforce (Civilian) - PM

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

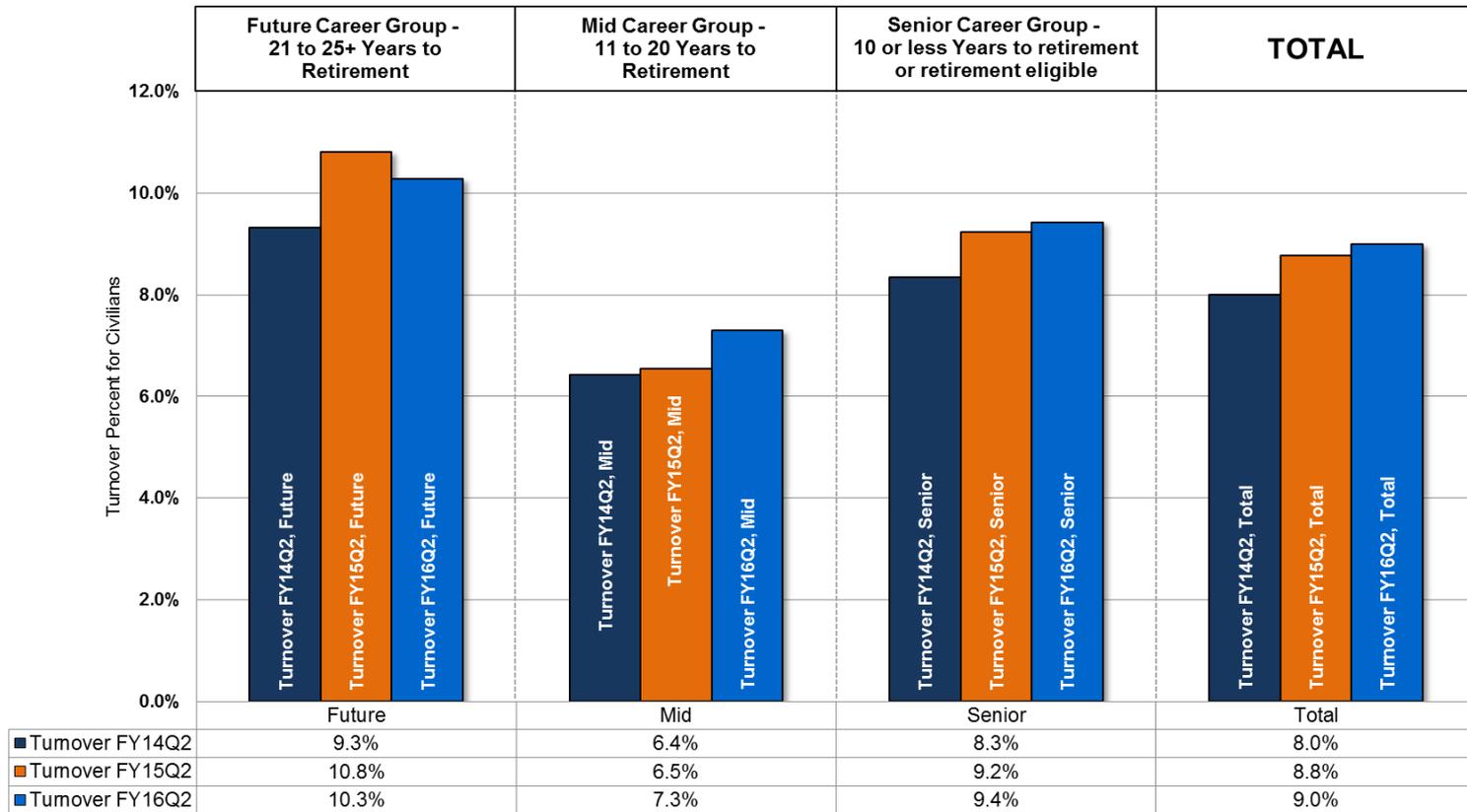
As of FY16Q2 (31 Mar 2016)



# Program Management Turnover Rates by Career Group



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



Turnover Percent by Career Lifecycle Groups

As of FY16Q2 (31 Mar 2016)

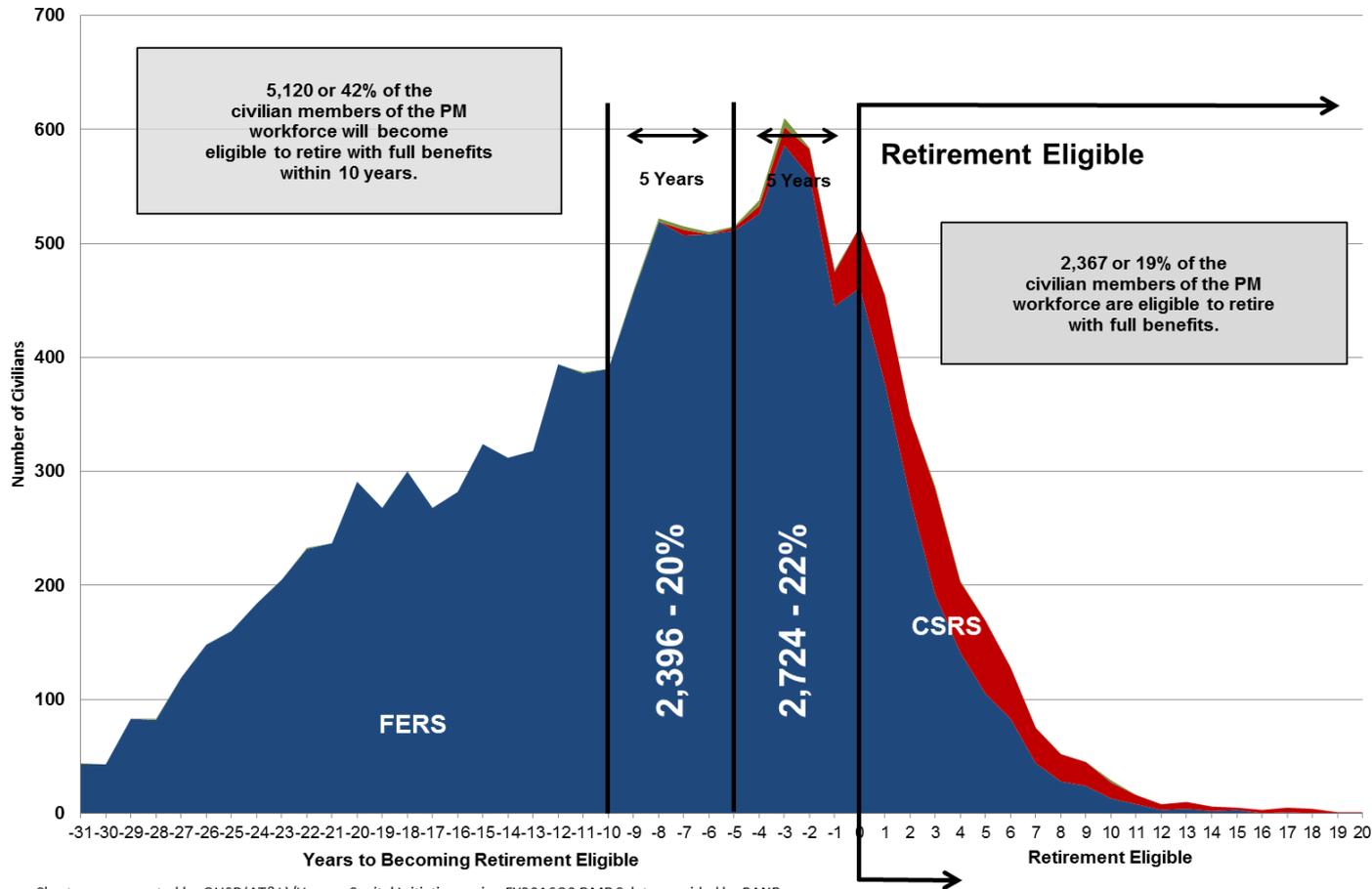


# Program Management Civilian Distribution by Years to Retirement Eligibility



## Defense Acquisition Workforce - PM

### 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***